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2008 SLA ANNUAL

# **SALARY SURVEY**

**& Workplace Study**

# **SLA ANNUAL SALARY SURVEY AND WORKPLACE STUDY 2008**

**A RESEARCH PUBLICATION OF  
THE SPECIAL LIBRARIES ASSOCIATION (SLA)  
ALEXANDRIA, VIRGINIA, U.S.A**

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# Contents

	<b>Pages</b>
<b>INTRODUCTION, METHODOLOGY &amp; KEY FINDINGS</b>	<b>1 – 12</b>
<b>CANADA</b>	<b>13 – 102</b>
Chapter One: All Canadian Respondents	13 – 32
Chapter Two: Primary Responsibility – Administrative/Management	33 – 46
Chapter Three: Primary Responsibility – CI/Research	47 – 60
Chapter Four: Primary Responsibility – Reference	61 – 74
Chapter Five: Primary Responsibility – General Responsibilities	75 – 88
Chapter Six: Primary Responsibility – Technical Services	89 – 102
<b>UNITED STATES</b>	<b>103 – 228</b>
Chapter Seven: All United States Respondents	103 – 128
Chapter Eight: Primary Responsibility – Administrative/Management	129 – 148
Chapter Nine: Primary Responsibility – CI/Research	149 – 170
Chapter Ten: Primary Responsibility – Reference	171 – 190
Chapter Eleven: Primary Responsibility – General Responsibilities	191 – 212
Chapter Twelve: Primary Responsibility – Technical Services	213 – 228
<b>SLA EUROPE</b>	<b>229 – 254</b>
Chapter Thirteen: All United Kingdom Respondents	229 – 242
Chapter Fourteen: All Other European Respondents	243 – 254
<b>APPENDIX A – SURVEY INSTRUMENT</b>	<b>255 – 266</b>
<b>APPENDIX B – CENSUS MAPS OF CANADA AND THE US</b>	<b>267 – 270</b>
<b>WORKPLACE STUDY EXECUTIVE SUMMARY</b>	<b>271 – 276</b>
<b>APPENDIX C – STATISTICAL TABLES</b>	<b>277 – 304</b>
<b>APPENDIX D – HR SUPPLEMENT SURVEY INSTRUMENT</b>	<b>305 – 310</b>

# Organization of Tables Within Chapters

## DEMOGRAPHIC DATA

- Table 1 – Salary Distribution by Region/Census Division
- Table 2 – Salary Distribution by Metropolitan Areas
- Table 3 – Salary Distribution by Subject Degree Field
- Table 4 – Salary Distribution by Library/Information Science Degree
- Table 5 – Salary Distribution by Degree Held
- Table 6 – Salary Distribution by Years of Library Experience
- Table 7 – Salary Distribution by Years of Total Work Experience
- Table 8 – Salary Distribution by Gender
- Table 9 – Salary Distribution by Ethnicity/Race

## INSTITUTIONAL DATA

- Table 10 – Salary Distribution by Number of Employees
- Table 11 – Salary Distribution by Non-profit Status
- Table 12 – Salary Distribution by Business Sector
- Table 13 – Salary Distribution by Institution/Industry
- Table 14 – Salary Distribution by Institution/Industry and Library/Information Center Budget
- Table 15 – Salary Distribution by Union v. Non-union

## JOB-SPECIFIC DATA

- Table 16 – Salary Distribution by Number of Years with Present Employer
- Table 17 – Salary Distribution by Number of Employees Supervised or Managed
- Table 18 – Salary Distribution by Primary Job Responsibility
- Table 19 – Salary Distribution by Primary Job Title
- Table 20 – Salary Distribution by Library or Information Resource Center Setting
- Table 21 – Salary Distribution by Library/Information Center Annual Budget
- Table 22 – Salary Distribution by Full-time Equivalent Employees in Library/Information Center
- Table 23 – Number and Percentage of Employees by Type of Benefits Provided by Institution Group
- Table 24 – Health Insurance Plan Provided by Institution Group
- Table 25 – Individual Coverage Health Insurance Plan Benefits Provided by Institution Group
- Table 26 – Dependent Coverage Health Insurance Plan Benefits Provided by Institution Group
- Table 27 – Total Outlay for Health Insurance Benefits by Institution Group
- Table 28 – Salary Distribution by Employed/Self-Employed Status
- Table 29 – Salary Distribution by Contract Basis at Primary Job
- Table 30 – Salary Distribution by Number of Part-time Jobs Held
- Table 31 – Salary Distribution by Number of Part-time Hours Worked per Week
- Table 32 – Salary Distribution by Reasons for Working Part-time
- Table 33 – Average Hourly Rate for Part-time Employees by Census Division

# INTRODUCTION

## Scope and Purpose

The objectives of SLA's 12<sup>th</sup> annual Salary Survey are to:

- collect and analyze systematic, accurate information about the salaries of special librarians and information professionals;
- establish a data bank to provide salary-related information to SLA members, their employers, library and information science students and faculty, library and information science professionals generally and human resource and compensation personnel;
- enable SLA members to assess their own salaries in light of measurable characteristics, such as level of education, years of experience, job responsibilities, and geographic location.

This report includes the SLA Workplace Study, the objectives of which are to:

- enhance the SLA annual salary survey results with additional information about benefits, trends in hiring and expenditure, and changes in job descriptions and competencies of information professionals;
- establish a data bank to provide salary-related information to SLA members, their employers, library and information science students and faculty, library and information science professionals generally and human resources and compensation personnel.

## History

SLA has conducted salary surveys since 1967, triennially from 1967 to 1990, biennially from 1990 to 1996 and annually from 1997 to the present. The Association has published the results of this survey in monograph form since 1982 and in the journal *Special Libraries* prior to that. Before conducting the survey annually, SLA provided abbreviated updates for the years a full survey was not administered. These annual updates were based on a shortened questionnaire and a smaller member sample, and the results were published in *Special Libraries*. Since 2003, the entire survey has been conducted online. In 2004, an online Salary Calculator was added, and in 2005 the SLA Workplace Study was conducted for the first time. In 2007, SLA Europe members were surveyed for the first time along with members located in the U.S. and Canada. The number of respondents, while small in number, provided significant data to show tables for U.K. salaries, in Pounds Sterling, as well as tables for other European countries, expressed in Euros.

## Survey Administration

The 2008 survey was again conducted online. The questionnaire was hosted on a secure Web site maintained by Association Research Inc. (ARI).

In April, an e-mail invitation to participate was sent to all full and student members of SLA located in the U.S. and Canada, and SLA Europe chapter members. The e-mail was sent to 9,695 members; 601 bounced and another 123 opted not to participate in the survey, bringing the total sample size to 8,971 members. Each personalized e-mail contained a link to the survey Web site. Additional follow-up e-mails were sent in May and June. As in prior years, data from the 2008 salary survey were edited and tabulated by ARI to ensure respondent confidentiality. A member in good standing of the Council of American Survey Research Organizations (CASRO), ARI has extensive experience in designing, tabulating, and interpreting surveys and also in working with the greater association community.

A total of 3,937 individuals accessed the online survey and submitted some data. Of that number, 3,875 provided enough information to be included in the analytical database.

**Table 1: Response Rate for SLA Salary Surveys  
1998-2008**

Year	Surveys Mailed/Distributed	Surveys Completed	Response Rate
1998	5,948	2,435	41%
1999	6,003	2,515	42%
2000	6,072	2,781	46%
2001	4,672	2,339	50%
2002	6,038	2,778	46%
2003*	5,461	1,999	37%
2004*	9,947**	3,054	31%
2005*	8,580**	3,016	35%
2006*	8,916**	3,693	41%
2007*	9,432***	3,880	41%
2008*	8,971***	3,875	43%

\* Conducted online

\*\*All U.S. and Canadian members were included in the sample.

\*\*\*All U.S., Canadian, and SLA Europe chapter members were included in the sample.

## Changes to and Organization of the 2008 Salary Survey Report

A supplemental survey directed to Human Resources (HR) Professionals was distributed in addition to the 2008 Salary Survey questionnaire. This Workplace Study is found at the end of the Salary Survey results.

For the 2008 report, salary data are reported for an additional major area of responsibility, namely, CI/Research. Included in this group are respondents who listed their primary responsibility as:

- Competitive intelligence (CI), business research,
- Online/electronic/literature researcher, or
- Research analyst.

The salary survey report is organized so that information is grouped together as follows:

Data on the United States and Canada is separated so that all tables relevant to each country are grouped together. Chapters one through six include Canadian data, while chapters seven through twelve are comprised of U.S. data. Data for the United Kingdom respondents are in Chapter Thirteen, while data for other European respondents are in Chapter Fourteen.

Each chapter represents the data for a specific job description. Chapters one and seven are for all Canadian and U.S. respondents, respectively; chapters two and eight refer to data for those serving primarily in an administrative or managerial capacity; chapters three and nine relate to data for reference librarians and professionals; chapters four and ten are for those with “general responsibilities,” chapters five and eleven report data for those performing technical services, and chapters six and twelve cover data for “CI/Research.” Approximately 68% of all respondents fit into one of the five job descriptions above, with the other 32% of respondents fragmented among the remaining 17 job descriptions.

Due to the sample sizes for SLA Europe respondents, only summary tables for all respondents are included—data by job description are not included.

The data within each chapter are divided into three sections: demographic, institutional, and job-specific. Demographic data relate to personal characteristics of the respondent, institutional data relate to characteristics of the respondent's employer, and job-specific data are that which relate to the particular job held by the respondent.

## SLA Salary Calculator

This report contains a vast amount of salary data sorted and tabulated by numerous demographic and workplace characteristics. All of the tables are two dimensional, which limits you to viewing salary by one characteristic at a time—for example, location, job title, or experience—but not all at once.

SLA has developed an online interactive tool to analyze U.S. and Canadian information professionals' salaries based on multiple characteristics. (There were not sufficient data to include U.K. or other European salaries in the Salary Calculator.) You can select a specific set of characteristics to compare yourself to other professionals. And, you can get instant feedback as you investigate how salaries vary based on characteristics such as:

- Primary responsibility
- Job title
- Library/Information Center budget
- Library experience
- Number of employees supervised
- Location (U.S. Census District or Canadian Region)
- For profit or not-for-profit organization

The Salary Calculator incorporates predetermined ranges or brackets, such as "Budget under \$100,000," "\$100,000-\$999,999," and "\$1,000,000 or more."

After you select each criterion, the Salary Calculator will compute the average salary for all survey respondents in the database who meet all of the criteria you selected.

Not only can you match your current situation, you can run some "what if" scenarios, such as "How much salary might I earn if I moved to a different region, changed responsibilities, and worked in a larger information center?" To avoid mixing U.S. and Canadian denominated salaries, you simply select a country and you then will have access to the other selection criteria.

The Salary Calculator will not answer every question, but will help you determine your value as an information professional.

This exciting tool is available exclusively to purchasers of the complete SLA Annual Salary Survey. To access the Salary Calculator, please go to [www.sla.org/salarycalculator08](http://www.sla.org/salarycalculator08) and follow the instructions. Please remember to use the password that was included in the cover letter that accompanied this report.



## **JOB DESCRIPTIONS AND MAJOR AREAS OF RESPONSIBILITY**

### **ADMINISTRATIVE/MANAGEMENT**

Administrative/management

### **CI/RESEARCH**

Competitive intelligence, business research

Online/electronic/literature researcher

Research analyst

### **REFERENCE**

Reference

### **GENERAL RESPONSIBILITIES**

General responsibilities (e.g., solo librarians)

### **TECHNICAL SERVICES**

Technical services

Acquisitions, collection development

Cataloging

Circulation, interlibrary loan

### **OTHER RESPONSIBILITIES INCLUDED IN ALL RESPONDENTS**

Administrative support/clerical

Abstracting, indexing, bibliographic and thesaurus development

Alert services, current awareness/environmental scanning

Archives, conservation, preservation

Computer systems specialist, automation, IT administration

Database/software design

Information product/database development

Intranet/portal development, Web content management

Knowledge management

Legal research

Publishing, editing, writing

Records management

Subject specialist

Teaching for college/university (library school faculty)

Teacher, user training

Vendor/customer service, sales

Other

## JOB TITLE

In each chapter, Table 19 displays salary distributions by job title. These positions are defined below:

**Chief Information Officer, Vice President, Executive** – overall responsibility for multiple departments or areas.

**Director, Manager** – full responsibility for budgeting, supervising and administering department operations; may include project management, designing and implementing information services or Web content.

**Assistant Manager, Department or Section Head** – responsible for administration of a specific area within the department.

**Librarian, Information Specialist, Researcher, Analyst** – performs professional information services and research with little or no administrative responsibility; may include answering reference questions, cataloging, analyzing and interpreting data.

**Webmaster** – responsible for designing Web site and managing Web content.

**Support Staff** – under general or direct supervision, performs work to assist and support a manager.

**Professor, Academic Instructor** – instructs students, conducts research, represents a committee.

**Product Sales Manager or Representative** – sells information products or training, may have wide range of admin duties.

**Owner, Principal, Consultant** – self-employed in own business.

## DATA CONSIDERATIONS AND TABLE INTERPRETATION

With the exception of Table 23(benefits information), all data presented in Tables 1 through 33 of each chapter are based on work-related earnings, before deductions, for full-time workers as of April 1, 2008. Though the 2008 questionnaire included a question about other forms of compensation, such as bonuses, commissions, and overtime, those earnings are not included in the salary data.

The basic earnings question in the 2008 survey asked for work-related earnings AND the time unit of pay to account for the increase in contracting and temporary work. In order to include as many cases as possible, the earnings for all full-time workers were then converted into yearly earnings. **These work-related earnings are referred to as “salary” throughout the report.**

Data on respondents who reported that they worked part-time or were unemployed can be found in Tables 30 through 33 in each chapter. In many cases, however, those tables have been omitted due to an insufficient number of respondents.

**Table rows with fewer than five respondents have been omitted to protect the anonymity of respondents and tables with no valid rows have likewise been omitted.** Table rows with between five and nine respondents do not report data for the 90<sup>th</sup> percentile due to the algorithm used by the statistical program.

All salary-related tables in the salary survey provide earnings data for respondents in the 10<sup>th</sup>, 25<sup>th</sup> (first quartile), 50<sup>th</sup> (median), 75<sup>th</sup> (third quartile) and 90<sup>th</sup> percentiles and also report a mean for the table row.

Percentiles are determined by rank ordering all salaries in a given response set from lowest to highest, with the salary in the middle of the ranking representing the 50<sup>th</sup> percentile (median), the salary one quarter of the way up from the lowest salary representing the 25<sup>th</sup> percentile (first quartile), etc. The **mean** is the arithmetic average of all reported salaries as determined by summing each salary and dividing by the number of cases. The **median** is often used in salary comparisons since reporting the center of distribution minimizes the effect of those few people who may earn dramatically more than their peers. The mean is more sensitive to such outliers and in some cases it is possible that a majority of respondents may earn far less than the mean.

In addition to reporting the various percentiles and mean salary for each table row, the salary survey also includes the number of respondents in the table row and the mean percent change from 2007 to 2008.

**Importantly, the mean percent changes in this report are calculated only for respondents in the same job and at the same organization in 2008 that they were in 2007 and do not represent the mean percent change from the data in the 2007 survey.**

Additionally, the final row on all tables is the baseline for all respondents who are being reported on in a given chapter (and thus does not change from table to table). **It is not a summary of respondents who answered the question being reported on in the table.** Likewise, the final row of the tables relating to part-time employees included data for all respondents who reported working part-time rather than a summary of data for the individual table.

## 2008 MEAN AND MEDIAN SALARY DATA

Table 2 below shows the distribution of salaries for all respondents.

**Table 2: 2008 Basic Annual Salaries:**

	Salary					Number	Mean	Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile			Mean Percent Change
All Canadian Respondents*	47,150	55,000	65,000	80,338	97,792	312	69,971	5.4%
All U.S. Respondents	42,000	51,450	66,000	85,000	108,000	2,865	71,812	5.3%
All U.K. Respondents**	25,000	29,090	36,500	50,325	69,900	50	42,674	4.2%
All Other European Respondents***	40,700	49,140	61,500	81,000	100,000	26	64,986	7.0%

\*All salaries in Canadian tables are reported in Canadian dollars. The exchange rate on April 1, 2008, was \$1.02 Canadian = \$1 U.S.

\*\* All salaries in U.K. tables are reported in Pounds Sterling. The exchange rate on April 1, 2008, was £.50 = \$1 U.S.

\*\*\*All salaries in other European tables are reported in Euros. The exchange rate on April 1, 2008, was €0.63 = \$1 U.S.

In the United States, the average mean increase for special librarians and other information professionals was 5.3%, higher than the national rate.

The Canadian mean increase is nearly the same at 5.4%.

Tables 3A and 3B put the 2007 to 2008 increases in historical perspective for Canada and the U.S.

**Table 3A: Basic Annual Salaries - Canada (1985-2008)**

	Salary					Number	Mean
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile		
1985	19,234	26,500	31,740	38,000	51,448	391	32,696
1988	21,631	31,300	35,900	42,209	58,693	417	37,079
1990	26,812	35,334	41,360	48,000	67,108	438	42,691
1992	29,495	39,000	45,450	53,325	70,955	396	46,901
1994	31,101	40,000	46,000	53,500	71,875	405	47,551
1996	32,000	40,900	48,000	56,000	69,700	326	49,107
1997	33,000	41,350	49,007	58,075	75,000	376	50,614
1998	36,500	42,000	49,800	60,000	68,358	369	51,604
1999	37,000	45,000	52,000	62,000	72,620	383	55,206
2000	40,000	45,000	54,000	65,000	73,207	340	56,808
2001	42,000	47,000	55,344	65,000	77,325	334	57,904
2002	40,009	47,925	56,653	69,656	80,000	300	59,328
2003	43,100	50,000	60,000	72,475	83,475	274	61,959
2004	46,000	52,000	60,000	74,000	86,137	219	63,548
2005	43,000	50,472	60,000	72,000	84,600	267	63,083
2006	45,288	53,000	62,500	75,000	90,000	319	65,522
2007	45,000	54,000	64,000	76,000	93,160	315	67,171
2008	47,150	55,000	65,000	80,338	97,792	312	69,971

**Table 3B: Basic Annual Salaries - United States (1985-2008)**

Salary							
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Mean
1985	15,959	22,000	27,280	33,600	50,425	4,913	28,943
1988	19,528	26,800	32,000	39,500	57,943	3,357	34,110
1990	22,008	29,891	35,700	43,000	64,272	4,498	37,761
1992	23,685	32,032	39,749	48,000	71,213	3,566	41,673
1994	24,189	33,000	40,465	50,000	75,173	4,057	43,283
1996	27,480	35,500	43,592	54,000	78,000	3,309	46,805
1997	28,332	37,200	45,575	56,000	81,000	1,946	48,601
1998	32,000	38,000	47,000	59,300	72,424	1,811	50,572
1999	33,000	40,000	49,116	61,724	76,000	1,857	52,826
2000	35,000	42,000	51,073	65,000	81,390	2,124	55,806
2001	37,118	44,000	54,500	69,150	85,596	1,693	58,930
2002	37,287	45,450	56,500	71,817	89,000	1,933	60,583
2003	37,000	45,000	57,000	73,720	92,000	1,366	61,522
2004	38,000	46,000	58,258	75,000	94,359	2,320	63,151
2005	39,860	48,000	60,000	78,525	98,760	2,245	65,482
2006	40,000	49,483	62,000	80,000	100,000	2,798	67,400
2007	40,620	50,000	64,000	82,000	104,000	2,833	69,426
2008	42,000	51,450	66,000	85,000	108,000	2,865	71,812

# THE CONSUMER PRICE INDEX AND MEDIAN SALARIES

## United States

The U.S. Consumer Price Index (CPI) is compiled by the Bureau of Labor Statistics and is a measure of the average change over time in the prices of goods and services in major expenditure groups – such as food, housing, apparel, transportation, medical care and entertainment – typically purchased by urban consumers. Essentially, it measures the purchasing power of consumer dollars by comparing what a sample “market basket” of goods and services costs today with what the same sample market basket cost at an earlier date. In terms of income, the CPI adjusted income of an individual represents how much income is necessary to purchase the same basket of goods today as at an earlier date.

Reported median salaries of special librarians in the United States (Table 4) have outstripped cost of living increases over the past 23 years. Using the 1985 median reported salary of \$27,280 as a baseline, an information professional would need to earn \$54,464 today to have kept pace with the Consumer Price Index. With the median reported income of the 2008 salary survey equal to \$66,000, SLA members have actually made significant gains vs. the CPI.

**Table 4: U.S. Reported Salaries and Historical CPI Comparison**

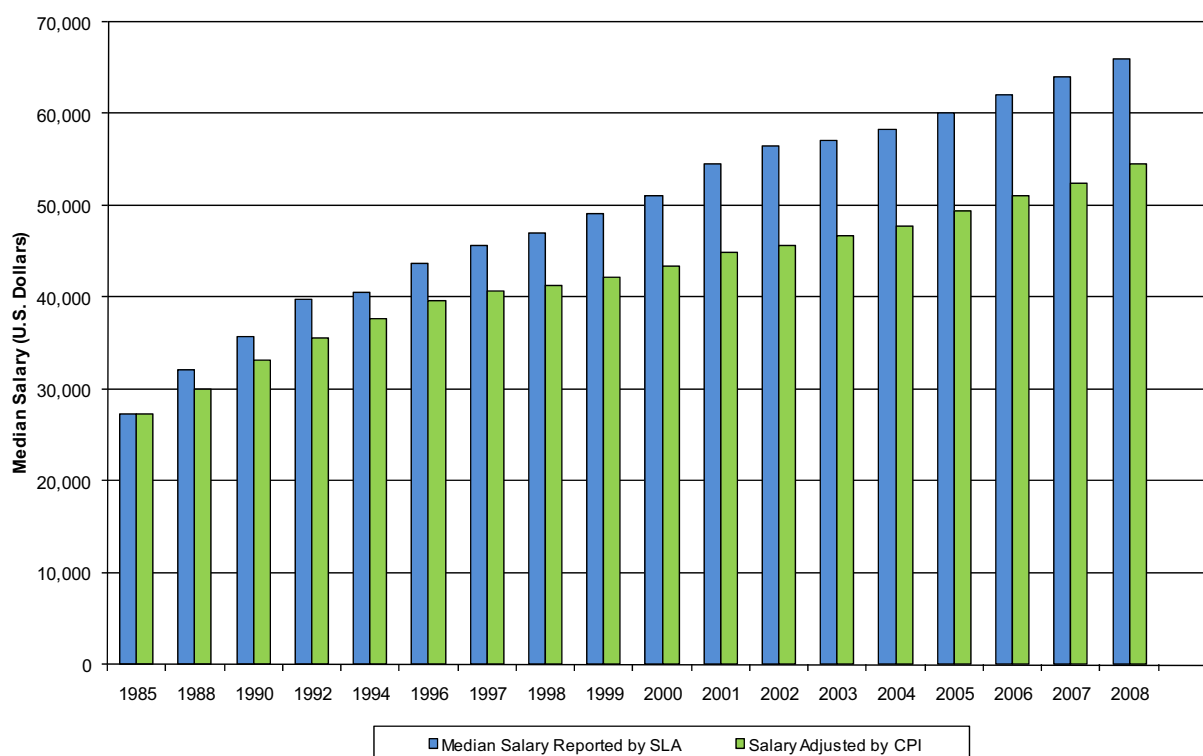
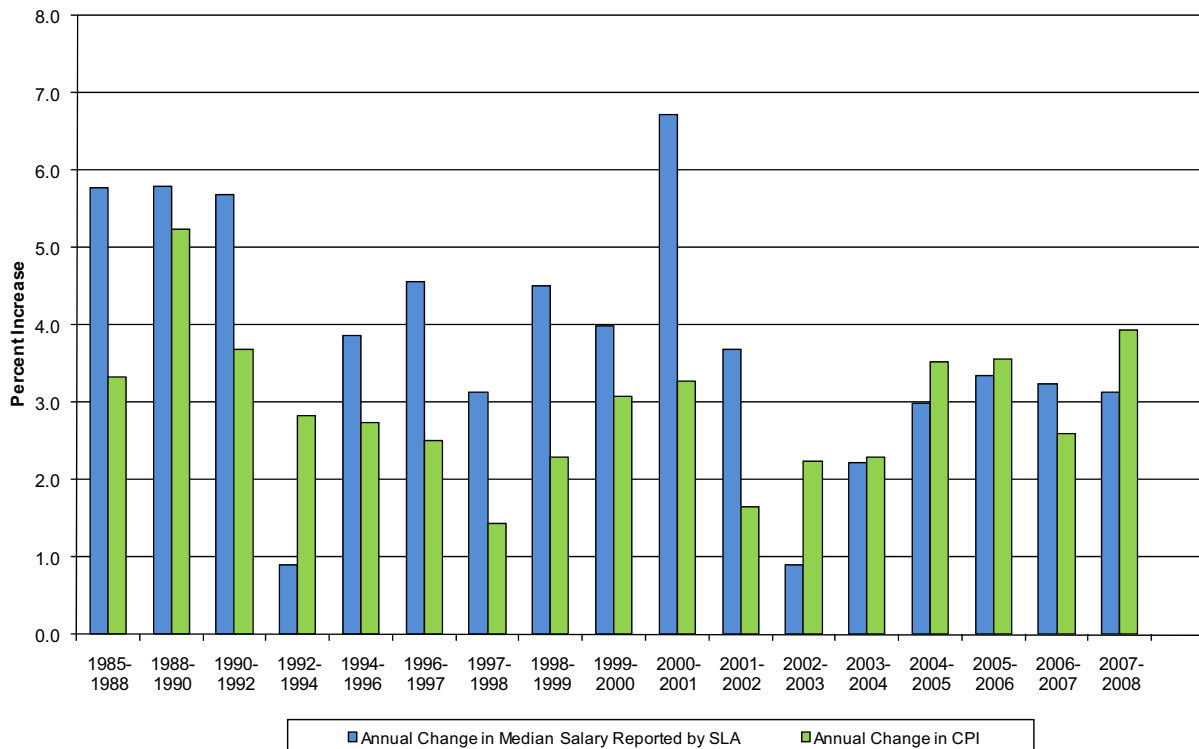


Table 5 provides a detailed explanation of special librarians' gains vs. the CPI by showing the annual rate of increase in median salaries vs. the annual rate of increase in the CPI. Data are reported only for years in which a salary survey was conducted and the increases in both median salary and CPI have been annualized to account for the differing lengths of time between surveys.

**Table 5: Annualized Increases in Median Salary vs. the CPI - U.S.**



## Canada

Statistics Canada compiles a Consumer Price Index for Canada, reflecting the cost of a market basket of commonly purchased goods and services to permit the comparison of purchasing power of money over time. Similar to their U.S. counterparts, Canadian special librarians have gradually improved their financial position compared to the CPI over the last 23 years. According to the 2008 data, the median salary of Canadian respondents is now \$65,000, while the salary necessary to keep up with the CPI over the last 17 years is the considerably lower figure of \$57,184.

Table 6: Canadian Reported Salaries and Historical CPI Comparison

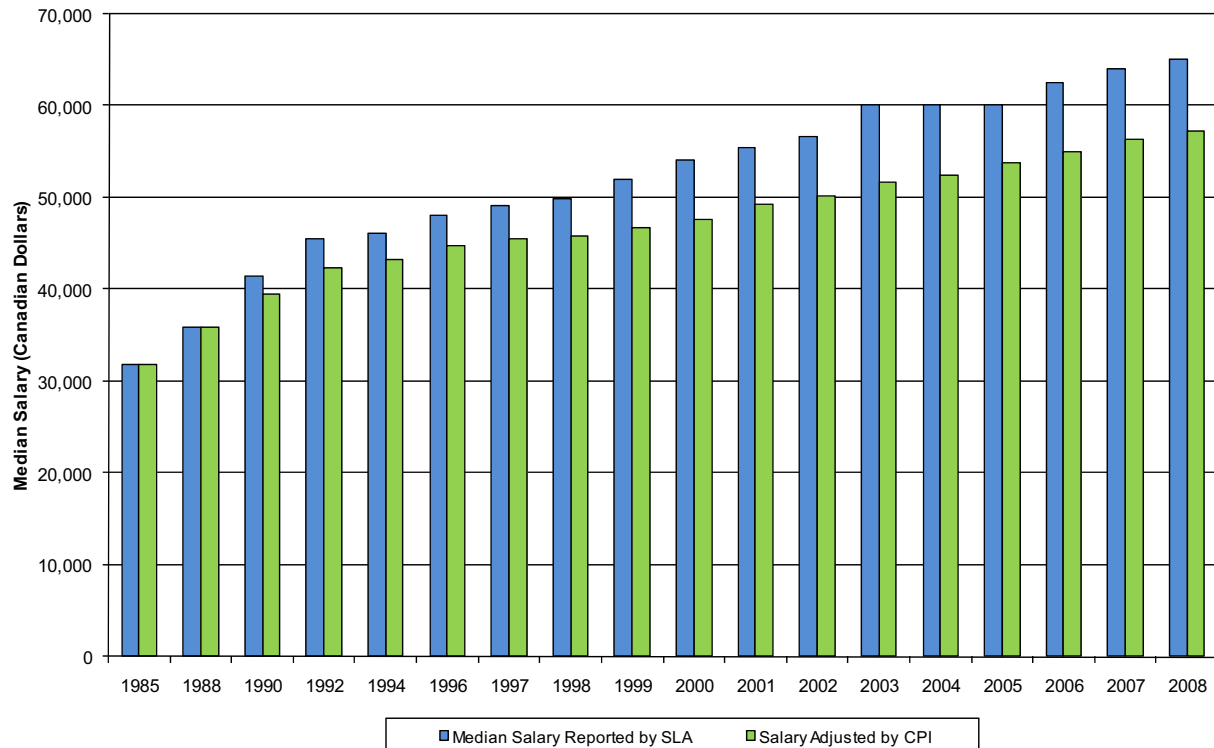
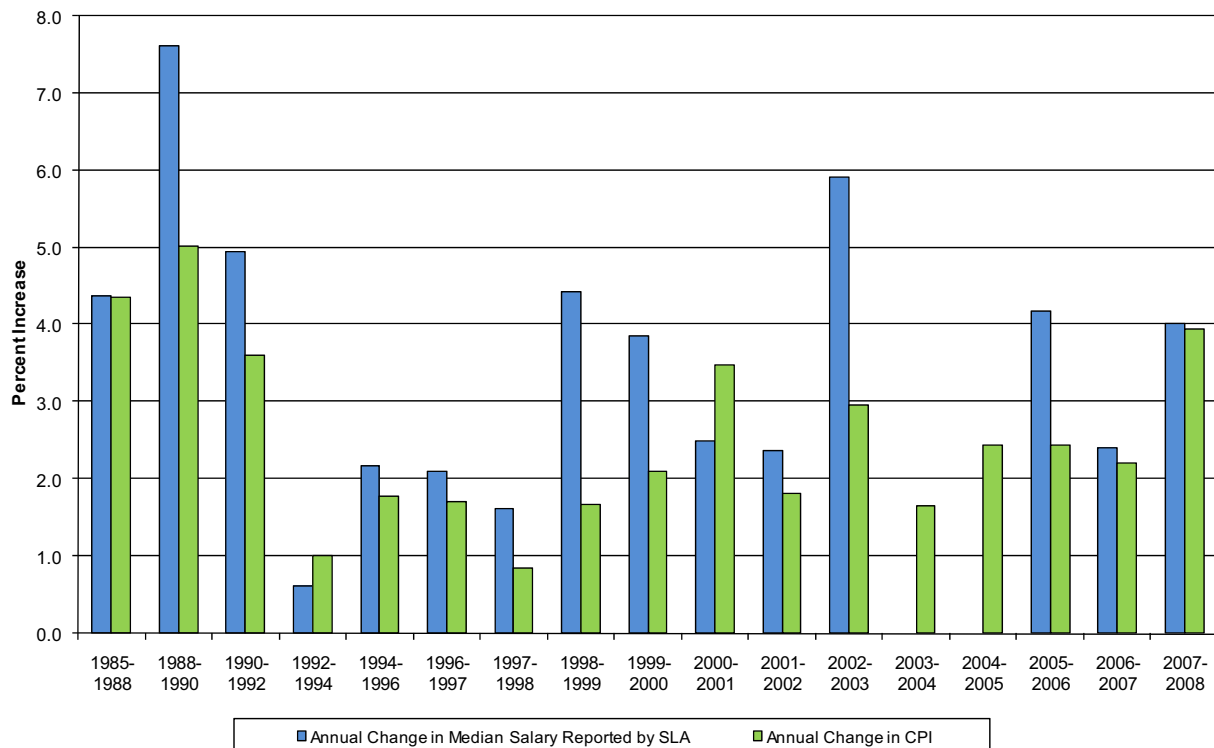


Table 7: Annualized Increases in Median Salary vs. the CPI - Canada



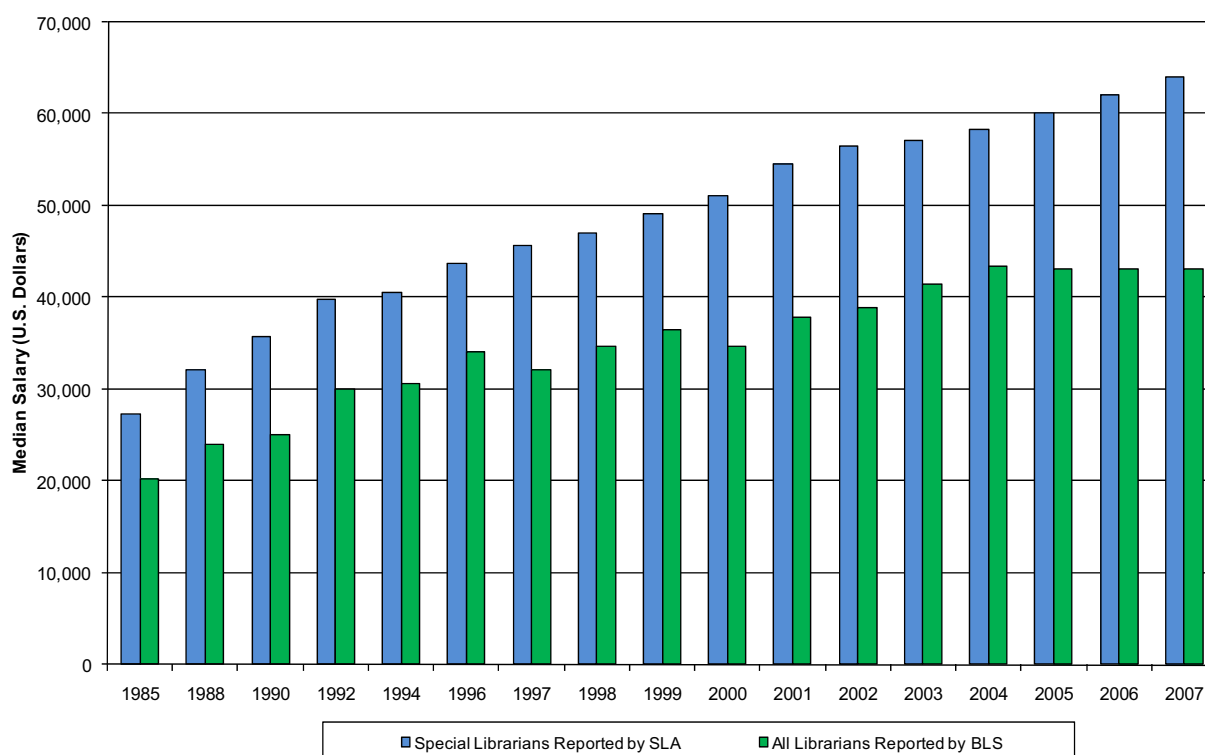


# SALARIES OF SPECIAL LIBRARIANS VS. SALARIES OF ALL LIBRARIANS

## United States

As Table 8 below shows, the additional training of SLA members has proved rewarding when compared to the earnings of all librarians. Comparing historical data from the Bureau of Labor Statistics' Division of Labor Force Statistics and median reported salaries on past salary surveys shows that for 2007, special librarians' median earnings (\$64,000) exceed the median earnings of all librarians by just over \$20,000 per year.

**Table 8: U.S. Median Annual Salaries - Special Librarians vs. All Librarians**



## Canada

Unfortunately, Statistics Canada has not reported mean weekly earnings for Canadian librarians since 1996, so it is no longer possible to compare the salaries of Canadian special librarians with all Canadian librarians. However, in 1996, the gap was approximately \$25,000 per year and growing.

# CANADA

## **Chapter One**

### **All Respondents**



**Table 1 - Salary Distribution by Region**

Canada\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
Atlantic - Postal Codes A, B, C, and E	38,000	40,705	65,000	77,740	.	5	60,378	7.5%
Quebec - Postal Codes G, H, and J	44,900	54,875	65,000	80,649	96,500	44	68,801	5.1%
Ontario - Postal Codes K, L, M, N, and P	50,200	55,750	66,700	85,000	101,800	173	71,978	5.2%
Prairies - Postal Codes R, S, and T	44,160	50,814	67,516	87,250	105,120	40	71,677	6.7%
British Columbia - Postal Code V	43,500	52,500	62,000	72,000	87,000	49	63,355	5.4%
All Respondents	47,150	55,000	65,000	80,388	97,792	312	69,971	5.4%

**Table 2 - Salary Distribution by Metropolitan Area**

Canada\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
Metro Montreal	43,640	53,250	64,000	80,258	95,600	37	67,155	5.2%
Quebec West	67,000	70,750	77,829	95,715	.	6	82,253	4.5%
Eastern Ontario	50,600	60,000	72,000	93,000	118,200	27	79,378	5.4%
Central Ontario	48,773	54,750	67,000	93,804	127,320	18	76,390	5.2%
Metro Toronto	50,501	55,000	65,000	78,300	97,931	120	70,037	5.4%
Southwestern Ontario	59,000	59,750	72,973	77,950	.	6	71,258	.2%
Alberta	46,300	61,125	74,500	90,750	106,800	34	75,552	6.9%
British Columbia	43,500	52,500	62,000	72,000	87,000	49	63,355	5.4%
All Respondents	47,150	55,000	65,000	80,388	97,792	312	69,971	5.4%

**Table 3 - Salary Distribution by Subject Degree Field**

Canada\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
Master	49,200	56,000	72,000	90,000	109,372	71	74,071	7.7%
Bachelor	46,800	55,150	66,063	80,995	97,154	194	70,615	4.6%
Some college but no degree	48,522	51,025	58,000	65,000	70,800	31	59,517	5.1%
No college	45,600	52,000	60,000	70,000	.	7	65,371	8.7%
All Respondents	47,150	55,000	65,000	80,388	97,792	312	69,971	5.4%

**Table 4 - Salary Distribution by Library/Information Science Degree**

Canada\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
Master	50,000	56,875	67,250	85,000	100,240	226	72,544	5.7%
Bachelor	50,200	63,329	73,000	78,250	101,000	17	74,164	4.1%
Associate	41,080	44,622	51,000	75,000	105,200	17	61,638	3.6%
Some college but no degree	42,333	47,107	54,000	63,500	73,520	33	56,491	5.7%
No college	34,466	40,250	57,000	70,500	92,900	14	58,874	5.3%
All Respondents	47,150	55,000	65,000	80,388	97,792	312	69,971	5.4%

**Table 5 - Salary Distribution by Degree Held**

Canada\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
Biomedical Sciences	43,840	55,500	67,500	98,500	114,802	17	74,330	9.2%
Business, Human Resources, Public Administration	51,250	53,500	62,000	82,901	134,900	12	73,303	4.7%
Communications/Journalism/ Public Relations	49,000	53,000	55,000	72,000	.	7	62,714	.0%
Earth Sciences	31,200	43,454	61,750	76,110	.	8	60,680	4.5%
Education	43,266	60,000	81,900	93,660	108,911	11	77,722	1.0%
Engineering	43,410	47,366	57,000	66,250	.	6	58,516	9.5%
English/Literature/ Composition	52,800	61,150	73,000	90,500	113,360	57	79,656	6.1%
Fine and Applied Arts	48,500	56,000	64,000	83,200	.	9	68,878	7.6%
Foreign Languages/ Culture studies	48,850	50,500	68,288	78,750	89,500	16	67,124	3.5%
General Studies	31,200	36,864	60,000	68,000	.	7	53,152	5.6%
History	44,650	54,750	64,250	84,000	102,780	70	70,036	5.1%
Philosophy, Religion	38,000	46,250	57,500	77,250	.	6	61,167	8.2%
Physical Sciences	39,912	52,250	60,580	74,000	120,870	12	67,235	4.4%
Social Sciences	46,280	55,625	64,500	76,884	94,800	60	68,169	5.1%
Other	45,721	50,383	63,250	73,000	92,216	46	65,316	5.9%
All Respondents	47,150	55,000	65,000	80,388	97,792	312	69,971	5.4%

**Table 6 - Salary Distribution by Years of Library Experience**

Canada\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
2 or less	38,000	45,500	52,000	59,615	85,000	29	54,361	15.1%
3-5 Years	45,640	52,378	57,400	62,250	69,700	30	59,385	6.9%
6-10 Years	45,700	51,750	60,750	68,250	86,500	46	62,659	6.9%
11-15 Years	43,100	52,250	64,000	73,000	80,340	53	63,696	5.2%
16-20 Years	50,350	56,750	71,500	87,925	109,300	46	74,210	3.6%
21-25 Years	50,000	62,494	71,000	91,300	104,000	46	75,602	2.9%
26 Years or More	56,400	68,500	80,000	98,000	116,861	61	85,382	3.8%
All Respondents	47,150	55,000	65,000	80,388	97,792	312	69,971	5.4%

**Table 7 - Salary Distribution by Years of Total Work Experience**

Canada\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
3-5 Years	31,200	46,000	53,000	59,000	64,000	19	53,895	6.5%
6-10 Years	45,000	49,574	55,600	67,375	86,500	36	60,000	10.1%
11-15 Years	43,700	52,000	63,000	72,000	88,000	43	65,608	5.0%
16-20 Years	48,200	56,830	66,000	76,232	92,184	53	68,626	6.3%
21-25 Years	49,624	56,625	72,500	90,865	97,977	48	73,422	4.7%
26 Years or More	52,250	61,250	74,200	92,500	109,000	104	77,929	3.7%
All Respondents	47,150	55,000	65,000	80,388	97,792	312	69,971	5.4%

**Table 8 - Salary Distribution by Gender**

Canada\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
Female	49,022	55,050	65,750	80,388	95,777	264	70,270	5.4%
Male	41,210	48,250	62,000	87,980	113,200	45	68,947	5.6%
All Respondents	47,150	55,000	65,000	80,388	97,792	312	69,971	5.4%

**Table 9 - Salary Distribution by Ethnicity/ Race**

Canada\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
Asian, Pacific Islander	39,840	51,013	60,000	71,000	110,160	17	64,327	3.8%
White	46,760	55,000	66,000	81,900	97,600	263	70,209	5.3%
Other	50,202	55,625	68,250	84,000	145,600	12	75,786	5.9%
All Respondents	47,150	55,000	65,000	80,388	97,792	312	69,971	5.4%

**Table 10 - Salary Distribution by Number of Employees**

Canada\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
One Employee	55,000	58,750	75,000	131,100	.	6	89,967	16.5%
2-9 Employees	58,000	58,240	100,000	124,800	.	7	96,891	6.7%
10-24 Employees	42,000	49,044	56,000	72,800	.	7	59,835	9.3%
25-99 Employees	48,500	52,000	62,000	73,000	90,000	19	65,330	4.3%
100-499 Employees	43,530	50,000	60,500	72,000	96,300	60	64,248	6.4%
500-999 Employees	48,843	58,800	74,000	90,000	111,000	47	76,136	6.3%
1,000-2,499 Employees	42,600	52,000	66,125	81,900	102,800	35	68,676	3.5%
2,500-4,999 Employees	45,987	55,000	70,000	80,000	93,820	32	68,954	3.6%
5,000-9,999 Employees	51,800	59,000	64,000	78,534	93,100	38	69,590	6.5%
10,000 or more Employees	49,432	55,000	65,000	85,000	95,000	59	70,253	4.0%
All Respondents	47,150	55,000	65,000	80,388	97,792	312	69,971	5.4%

**Table 11 - Salary Distribution by Non-profit Status**

Canada\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
Work in a Non-profit Organization	48,556	55,425	66,063	82,702	100,560	162	71,103	5.9%
Work in a For-profit Organization	46,000	54,500	64,000	78,000	94,000	149	68,740	5.0%
All Respondents	47,150	55,000	65,000	80,388	97,792	312	69,971	5.4%

**Table 12 - Salary Distribution by Business Sector**

Canada\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
Government	49,235	58,240	68,000	79,800	94,674	71	70,880	5.3%
Academic Institution	46,269	54,000	67,288	87,925	108,900	50	72,757	6.6%
Other Organizations	46,195	54,500	63,000	78,000	97,062	187	68,763	5.1%
All Respondents	47,150	55,000	65,000	80,388	97,792	312	69,971	5.4%

**Table 13 - Salary Distribution by Institution/Industry**

Canada\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
Federal Government	50,800	60,000	70,871	78,089	95,710	37	72,245	4.8%
Other Government	45,729	58,240	66,700	88,000	98,252	35	71,418	6.1%
Academic-Subj Dept	52,004	56,160	63,000	93,000	108,400	15	74,512	3.4%
Academic-General Campus	43,428	50,000	69,576	87,000	111,842	31	71,957	8.5%
Accounting	40,100	53,750	60,365	69,375	87,840	16	62,408	3.3%
Associations & Labor Unions	42,460	50,650	71,899	91,750	104,200	10	71,040	4.4%
Broadcasting & Telecommunications	46,000	52,750	60,000	81,000	.	8	64,500	2.7%
Finance - except insurance	47,200	52,019	59,500	75,000	91,222	16	64,450	2.7%
Finance - insurance carriers, funds, trusts	45,582	54,625	64,184	75,500	93,600	20	67,479	4.1%
Health Care & Social Assistance	51,000	55,500	66,125	72,000	.	9	65,901	2.4%
Manufacturing - mining (including oil/gas), metals/mineral	60,300	62,900	68,000	90,960	.	7	77,023	6.2%
Manufacturing - pharmaceuticals & medical chemicals	58,000	61,000	65,000	77,750	.	6	69,500	2.9%
Professional Services - accounting, tax prep., bookkeeping	27,000	37,250	52,000	70,000	.	5	53,300	2.6%
Professional Services - architectural & engineering design	31,200	50,500	64,500	80,517	.	7	72,388	5.3%
Professional Services - legal	42,800	54,000	70,000	93,000	111,320	23	74,986	7.5%
Professional Services - mngt., scientific/tech. consulting	46,240	58,000	69,750	86,250	99,000	10	71,050	12.5%
Professional Services - scientific research & development	42,833	43,800	50,000	62,000	.	7	54,376	2.7%
Publishing - newspaper, periodical, book	44,500	57,000	63,000	87,000	.	7	69,214	4.2%
Other	48,500	49,044	53,000	98,000	.	7	74,078	5.8%
All Respondents	47,150	55,000	65,000	80,388	97,792	312	69,971	5.4%

**Table 14 - Salary Distribution by Institution/Industry and Library/ Information Center Annual Budget**

Institution/Current Budget		10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
Federal Government	\$250,000-\$499,999	62,658	67,329	74,400	79,400	.	5	73,572	-.1%
	Above \$1,000,000	67,172	68,586	93,000	124,444	.	5	95,812	2.4%
	Don't know	41,350	48,175	55,500	63,500	.	5	55,770	23.5%
Other Government	\$100,000-\$249,999	42,000	55,200	68,000	80,000	.	7	67,157	2.4%
	\$250,000-\$499,999	57,800	59,805	68,516	78,000	.	8	70,197	5.3%
	Don't know	40,000	46,000	53,000	84,800	.	5	62,920	6.3%
Academic-Subj Dept	Don't know	56,160	57,580	60,000	68,500	.	5	62,432	1.5%
Academic-General Campus	Above \$1,000,000	45,087	57,000	79,023	111,727	129,200	12	84,147	7.5%
	Don't know	39,069	49,671	63,500	85,500	92,994	10	66,935	10.9%
Accounting	Don't know	38,000	45,000	56,000	61,500	.	9	55,167	3.4%
Finance - insurance carriers, funds,	Don't know	42,000	44,250	54,500	62,651	.	6	55,767	3.7%
Professional Services - legal	\$100,000-\$249,999	44,000	45,500	52,522	68,500	.	6	57,507	6.2%
	Above \$1,000,000	70,000	87,000	110,000	125,000	.	5	106,800	6.5%
	Don't know	41,000	41,500	54,000	63,750	.	5	52,900	4.6%

\*All salaries in Canadian tables are reported in Canadian dollars. The exchange rate on April 1, 2008, was \$1.02 Canadian=\$1 U.S.



**Table 15 - Salary Distribution by Union vs. Non-union**

Canada\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
Wages/Salary Set by Collective Bargaining Agreement	48,443	55,750	65,000	79,000	93,706	117	68,456	5.6%
Wages/Salary Not Set by Collective Bargaining Agreement	46,315	55,000	65,000	85,000	103,200	191	70,748	5.4%
All Respondents	47,150	55,000	65,000	80,388	97,792	312	69,971	5.4%

**Table 16 - Salary Distribution by Number of Years with Present Employer**

Canada\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
Less than Two Years	44,700	52,000	59,230	72,000	93,000	57	65,166	11.3%
Two Years	42,200	48,921	56,580	65,625	87,400	26	59,967	8.1%
3-5 Years	48,100	55,000	63,500	72,000	85,870	56	65,699	4.5%
6-10 Years	47,546	56,125	64,750	77,500	96,087	52	69,951	4.3%
11-15 Years	50,327	56,500	70,000	80,000	101,200	33	72,190	3.8%
16-20 Years	55,000	62,329	80,517	92,814	105,200	37	79,992	2.9%
21-25 Years	49,821	54,250	74,500	93,745	112,780	18	76,485	2.7%
26 Years or more	57,365	65,500	77,000	96,231	110,152	24	82,182	2.7%
All Respondents	47,150	55,000	65,000	80,388	97,792	312	69,971	5.4%

**Table 17 - Salary Distribution by Number of Employees Supervised or Managed**

Canada\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
None	42,933	50,000	58,000	66,125	86,160	155	61,189	5.2%
1-2 Employees	50,350	56,250	64,750	78,170	91,600	56	68,685	5.6%
3-4 Employees	58,800	66,500	74,964	91,739	106,608	31	78,516	4.0%
5-6 Employees	56,300	69,500	79,000	87,000	97,800	21	78,118	8.2%
7-9 Employees	59,500	72,000	81,847	101,577	109,900	24	86,297	4.2%
10-14 Employees	64,400	68,500	80,000	107,000	128,000	13	87,983	9.3%
20 or more Employees	87,000	93,888	100,000	131,000	.	7	112,634	6.1%
All Respondents	47,150	55,000	65,000	80,388	97,792	312	69,971	5.4%

**Table 18 - Salary Distribution by Primary Job Responsibility**

Canada\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
General Responsibilities	43,433	49,108	56,750	63,665	85,000	48	58,592	4.0%
Administrative/Management	66,100	72,000	80,693	94,422	108,800	81	85,473	5.9%
Acquisitions, Collection Development	45,600	48,685	50,000	70,871	.	7	56,344	13.8%
Research Analyst	45,500	52,000	58,000	63,500	75,000	21	58,262	3.9%
Competitive Intelligence, Bus Research	48,700	55,000	62,868	76,000	90,692	23	64,885	6.8%
Info Product/Database Development	60,000	61,000	63,000	115,000	.	5	83,000	12.1%
Intranet/Portal Development, Web Content Mgmt	55,000	55,500	62,000	70,000	124,400	12	69,942	4.7%
Knowledge Management	48,000	58,000	75,000	103,900	152,600	17	85,094	6.9%
Legal Research	46,244	60,000	63,000	72,000	.	7	64,129	2.9%
Online/Electronic/Literature Research	43,600	57,000	63,500	74,450	117,940	16	68,850	7.0%
Records Management	31,200	34,032	64,500	99,800	.	5	66,433	11.3%
Reference	41,070	50,755	55,200	65,000	85,096	21	58,143	1.2%
Subject Specialist	48,682	55,500	73,000	86,500	113,442	17	74,863	6.8%
All Respondents	47,150	55,000	65,000	80,388	97,792	312	69,971	5.4%

**Table 19 - Salary Distribution by Job Title**

Canada\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
Chief Info Officer/V.P./ Exec	62,000	96,500	135,000	147,500	.	5	124,600	4.5%
Director/Manager	58,000	66,600	78,000	91,370	104,600	113	80,042	6.6%
Asst Mngr./Dept./Section Head	48,800	52,500	70,000	82,000	93,355	25	69,277	2.4%
Librarian/Info Specialist/Researcher	45,920	51,000	58,240	65,250	78,000	137	60,395	5.0%
Webmaster	55,000	55,500	64,750	71,500	.	8	65,813	3.7%
Support Staff	31,766	37,514	41,000	53,250	69,000	10	45,180	6.8%
Owner/ Principal/ Consultant	53,000	55,000	60,000	124,800	.	7	86,114	11.7%
All Respondents	47,150	55,000	65,000	80,388	97,792	312	69,971	5.4%

**Table 20 - Salary Distribution by Library or Information Resource Center Setting**

Canada\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
Work in Library or Information Resource Center	46,000	54,000	64,500	78,200	93,842	261	68,078	5.2%
Do Not Work in Library or Information Resource Center	52,000	58,615	72,000	92,750	124,800	49	79,485	6.7%
All Respondents	47,150	55,000	65,000	80,388	97,792	312	69,971	5.4%

\*All salaries in Canadian tables are reported in Canadian dollars. The exchange rate on April 1, 2008, was \$1.02 Canadian=\$1 U.S.

**Table 21 - Salary Distribution by Library/ Information Center Annual Budget**

Canada\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
Under \$25,000	42,800	54,500	62,500	70,737	72,995	10	60,995	6.4%
\$25,000-\$49,999	43,510	46,150	51,250	62,000	78,748	16	56,314	3.8%
\$50,000-\$74,999	46,750	55,375	62,329	72,741	80,500	14	63,606	4.4%
\$75,000-\$99,999	49,000	58,500	70,000	76,000	85,360	13	68,069	3.3%
\$100,000-\$249,999	44,000	51,025	58,800	76,000	88,000	39	63,568	4.0%
\$250,000-\$499,999	57,940	64,625	74,800	84,750	93,410	36	75,429	3.4%
\$500,000-\$999,999	52,135	71,250	76,089	93,000	103,255	20	80,123	6.3%
Above \$1,000,000	51,408	70,000	90,000	110,000	129,800	31	88,945	7.1%
Budgets are not allocated to separate branch or libraries	46,907	59,500	63,750	90,750	110,000	14	71,763	6.1%
Don't know	41,000	49,512	55,750	64,000	78,200	68	57,691	6.3%
All Respondents	47,150	55,000	65,000	80,388	97,792	312	69,971	5.4%

**Table 22 - Salary Distribution by Full-time Equivalent Employees in  
Library/Information Center**

Canada\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
2 or less	43,500	49,752	58,800	65,000	73,000	59	58,549	4.4%
More than 2 to 4	47,121	53,125	65,250	77,125	90,000	60	67,272	4.3%
More than 4 to 9	51,200	59,625	71,016	90,240	97,931	70	73,139	5.3%
More than 9	48,717	54,250	68,788	87,000	110,000	60	73,248	5.8%
All Respondents	47,150	55,000	65,000	80,388	97,792	312	69,971	5.4%

\*All salaries in Canadian tables are reported in Canadian dollars. The exchange rate on April 1, 2008, was \$1.02 Canadian=\$1 U.S.

**Table 23 - Number and Percentage of Employees by Type of Benefits Provided by Institution Group**

	Total		Benefits provided by primary job					
	Count	Percent	Paid sick leave		Paid personal time off		Paid vacation	
			Cases	Percent	Cases	Percent	Cases	Percent
Federal Government	37	100.0%	36	97.3%	32	86.5%	37	100.0%
Other Government	33	100.0%	32	97.0%	17	51.5%	33	100.0%
Public Library-Subj and General	5	100.0%	4	80.0%	4	80.0%	5	100.0%
Academic-Subj Dept	15	100.0%	15	100.0%	9	60.0%	15	100.0%
Academic-General Campus	32	100.0%	30	93.8%	21	65.6%	31	96.9%
Finance & Insurance; Accounting	69	100.0%	67	97.1%	46	66.7%	69	100.0%
Information Services & Publishing	28	100.0%	25	89.3%	16	57.1%	26	92.9%
Manufacturing and Agriculture	10	100.0%	10	100.0%	3	30.0%	9	90.0%
Professional Services	73	100.0%	71	97.3%	34	46.6%	71	97.3%
Utilities; Transportation; Broadcasting; Movies; Trade	5	100.0%	5	100.0%	4	80.0%	5	100.0%
Associations; Museums; Advocacy, Health Care	2	100.0%	2	100.0%	1	50.0%	2	100.0%
Other	6	100.0%	5	83.3%	5	83.3%	6	100.0%
Total	315	100.0%	302	95.9%	192	61.0%	309	98.1%

**Table 23 - Number and Percentage of Employees by Type of Benefits Provided by Institution Group**

	Benefits provided by primary job							
	Medical insurance/group plan		Medical savings account		Dental insurance/group plan		Vision coverage	
	Cases	Percent	Cases	Percent	Cases	Percent	Cases	Percent
Federal Government	37	100.0%	2	5.4%	37	100.0%	36	97.3%
Other Government	31	93.9%	3	9.1%	29	87.9%	24	72.7%
Public Library-Subj and General	4	80.0%	1	20.0%	4	80.0%	4	80.0%
Academic-Subj Dept	15	100.0%			14	93.3%	14	93.3%
Academic-General Campus	31	96.9%	3	9.4%	32	100.0%	27	84.4%
Finance & Insurance; Accounting	68	98.6%	22	31.9%	68	98.6%	61	88.4%
Information Services & Publishing	25	89.3%	10	35.7%	26	92.9%	22	78.6%
Manufacturing and Agriculture	10	100.0%	5	50.0%	10	100.0%	6	60.0%
Professional Services	70	95.9%	9	12.3%	72	98.6%	57	78.1%
Utilities; Transportation; Broadcasting; Movies; Trade	5	100.0%			5	100.0%	5	100.0%
Associations; Museums; Advocacy, Health Care	2	100.0%			1	50.0%		
Other	5	83.3%			5	83.3%	5	83.3%
Total	303	96.2%	55	17.5%	303	96.2%	261	82.9%

**Table 23 - Number and Percentage of Employees by Type of Benefits Provided by Institution Group**

	Benefits provided by primary job							
	Life insurance		Retirement plan		Long-term disability		Short-term disability	
	Cases	Percent	Cases	Percent	Cases	Percent	Cases	Percent
Federal Government	25	67.6%	33	89.2%	34	91.9%	26	70.3%
Other Government	29	87.9%	29	87.9%	31	93.9%	28	84.8%
Public Library-Subj and General	3	60.0%	4	80.0%	4	80.0%	2	40.0%
Academic-Subj Dept	15	100.0%	13	86.7%	15	100.0%	13	86.7%
Academic-General Campus	31	96.9%	32	100.0%	30	93.8%	27	84.4%
Finance & Insurance; Accounting	60	87.0%	62	89.9%	65	94.2%	63	91.3%
Information Services & Publishing	23	82.1%	23	82.1%	22	78.6%	22	78.6%
Manufacturing and Agriculture	8	80.0%	10	100.0%	8	80.0%	10	100.0%
Professional Services	59	80.8%	58	79.5%	59	80.8%	60	82.2%
Utilities; Transportation; Broadcasting; Movies; Trade	4	80.0%	4	80.0%	4	80.0%	4	80.0%
Associations; Museums; Advocacy, Health Care	1	50.0%	1	50.0%	1	50.0%	2	100.0%
Other	5	83.3%	5	83.3%	5	83.3%	5	83.3%
Total	263	83.5%	274	87.0%	278	88.3%	262	83.2%

**Table 23 - Number and Percentage of Employees by Type of Benefits Provided by Institution Group**

	Benefits provided by primary job							
	Child day care		Time off for child or elder care		Employee assistance or wellness program		Profit sharing	
	Cases	Percent	Cases	Percent	Cases	Percent	Cases	Percent
Federal Government			29	78.4%	28	75.7%		
Other Government	1	3.0%	16	48.5%	26	78.8%		
Public Library-Subj and General			2	40.0%	3	60.0%		
Academic-Subj Dept	1	6.7%	8	53.3%	15	100.0%		
Academic-General Campus	4	12.5%	18	56.3%	20	62.5%		
Finance & Insurance; Accounting	4	5.8%	35	50.7%	59	85.5%	35	50.7%
Information Services & Publishing	2	7.1%	7	25.0%	22	78.6%	7	25.0%
Manufacturing and Agriculture			2	20.0%	8	80.0%	5	50.0%
Professional Services	2	2.7%	18	24.7%	51	69.9%	21	28.8%
Utilities; Transportation; Broadcasting; Movies; Trade			2	40.0%	4	80.0%	1	20.0%
Associations; Museums; Advocacy, Health Care	1	50.0%	1	50.0%	1	50.0%		
Other			3	50.0%	3	50.0%		
Total	15	4.8%	141	44.8%	240	76.2%	69	21.9%

**Table 23 - Number and Percentage of Employees by Type of Benefits Provided by Institution Group**

	Benefits provided by primary job					
	Education/ professional development assistance		Professional association memberships		Adoption assistance	
	Cases	Percent	Cases	Percent	Cases	Percent
Federal Government	26	70.3%	16	43.2%	1	2.7%
Other Government	24	72.7%	22	66.7%	1	3.0%
Public Library-Subj and General	4	80.0%	2	40.0%		
Academic-Subj Dept	15	100.0%	9	60.0%	1	6.7%
Academic-General Campus	29	90.6%	15	46.9%	1	3.1%
Finance & Insurance; Accounting	60	87.0%	64	92.8%	9	13.0%
Information Services & Publishing	19	67.9%	19	67.9%	4	14.3%
Manufacturing and Agriculture	10	100.0%	10	100.0%	1	10.0%
Professional Services	60	82.2%	63	86.3%	7	9.6%
Utilities; Transportation; Broadcasting; Movies; Trade	4	80.0%	5	100.0%	1	20.0%
Associations; Museums; Advocacy, Health Care	1	50.0%	1	50.0%	1	50.0%
Other	6	100.0%	3	50.0%		
Total	258	81.9%	229	72.7%	27	8.6%

**Table 24 - Health Insurance Plan Provided by Institution Group**

	Do you participate in an employee-offered health insurance plan?					
	Yes		No		Not Applicable	
	Count	Percent	Count	Percent	Count	Percent
Federal Government	32	86.5%	2	5.4%	3	8.1%
Other Government	28	80.0%	3	8.6%	4	11.4%
Public Library-Subj and General	2	33.3%	4	66.7%		
Academic-Subj Dept	12	66.7%	2	11.1%	4	22.2%
Academic-General Campus	28	84.8%	5	15.2%		
Finance & Insurance; Accounting	65	91.5%	4	5.6%	2	2.8%
Information Services & Publishing	26	89.7%	2	6.9%	1	3.4%
Manufacturing and Agriculture	9	90.0%	1	10.0%		
Professional Services	55	69.6%	19	24.1%	5	6.3%
Utilities; Transportation; Broadcasting; Movies; Trade	3	60.0%	1	20.0%	1	20.0%
Associations; Museums; Advocacy, Health Care	1	50.0%			1	50.0%
Other	5	62.5%	1	12.5%	2	25.0%
Total	266	79.9%	44	13.2%	23	6.9%



**Table 25 - Individual Coverage Health Insurance Plan Benefits Provided by Institution Group**

	How much, as a percent of salary, do you contribute towards the premium for health insurance?		How does this percent that you pay compare to the previous year?					
	Count	Mean	Higher		Lower		The same	
			Count	Count Percent	Count	Count Percent	Count	Count Percent
Federal Government	24	7.0%	2	7.4%	1	3.7%	24	88.9%
Other Government	23	16.6%	2	8.3%	2	8.3%	20	83.3%
Public Library-Subj and General	2	.0%			1	50.0%	1	50.0%
Academic-Subj Dept	10	9.3%	1	10.0%	2	20.0%	7	70.0%
Academic-General Campus	21	16.2%	2	8.3%	1	4.2%	21	87.5%
Finance & Insurance; Accounting	49	9.5%	8	14.8%	3	5.6%	43	79.6%
Information Services & Publishing	14	19.4%	2	11.1%	2	11.1%	14	77.8%
Manufacturing and Agriculture	4	.0%					7	100.0%
Professional Services	50	11.9%			1	2.1%	47	97.9%
Utilities; Transportation; Broadcasting; Movies; Trade	3	16.7%					3	100.0%
Associations; Museums; Advocacy, Health Care	1	26.0%					1	100.0%
Other	3	33.3%					3	100.0%
Total	204	12.2%	17	7.7%	13	5.9%	191	86.4%

**Table 26 - Dependent Coverage Health Insurance Plan Benefits Provided by Institution Group**

	How much, as a percent of salary, do you contribute towards the premium for health insurance?		How does the percent you pay compare to the previous year?					
	Count	Mean	Higher		Lower		The same	
			Count	Count Percent	Count	Count Percent	Count	Count Percent
Federal Government	17	4.0%	1	5.3%			18	94.7%
Other Government	15	14.1%	2	11.1%	1	5.6%	15	83.3%
Public Library-Subj and General	2	.0%			1	50.0%	1	50.0%
Academic-Subj Dept	8	12.5%			1	12.5%	7	87.5%
Academic-General Campus	18	15.9%			1	5.0%	19	95.0%
Finance & Insurance; Accounting	40	9.5%	7	15.6%	3	6.7%	35	77.8%
Information Services & Publishing	12	20.0%			2	15.4%	11	84.6%
Manufacturing and Agriculture	3	.0%					6	100.0%
Professional Services	38	10.9%	2	5.3%	1	2.6%	35	92.1%
Utilities; Transportation; Broadcasting; Movies; Trade	2	25.0%					2	100.0%
Associations; Museums; Advocacy, Health Care	1	26.0%					1	100.0%
Other	2	25.0%					2	100.0%
Total	158	11.6%	12	6.9%	10	5.7%	152	87.4%

**Table 27 - Total Outlay for Health Insurance Benefits by Institution Group**

	How does your total outlay for health insurance benefits compare to the incremental change in your salary for 2008?					
	Increase in health insurance premium is HIGHER THAN the increase in salary		Increase in health insurance premium is LOWER THAN the increase in salary		Increase in health insurance premium is the SAME as the increase in salary	
	Count	Percent	Count	Percent	Count	Percent
Federal Government	2	10.0%	2	10.0%	16	80.0%
Other Government	4	16.7%	7	29.2%	13	54.2%
Public Library-Subj and General			1	50.0%	1	50.0%
Academic-Subj Dept			6	66.7%	3	33.3%
Academic-General Campus	4	16.7%	11	45.8%	9	37.5%
Finance & Insurance; Accounting	8	16.7%	14	29.2%	26	54.2%
Information Services & Publishing	2	11.8%	6	35.3%	9	52.9%
Manufacturing and Agriculture	1	16.7%	1	16.7%	4	66.7%
Professional Services	4	10.3%	10	25.6%	25	64.1%
Utilities; Transportation; Broadcasting; Movies; Trade			1	50.0%	1	50.0%
Associations; Museums; Advocacy, Health Care					1	100.0%
Other	1	33.3%	1	33.3%	1	33.3%
Total	26	13.3%	60	30.8%	109	55.9%

**Table 28 - Salary Distribution by Employed/Self-Employed Status**

Canada\*

	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Mean	Mean Percent Change
Self-employed	55,000	60,000	100,000	137,400	.	9	103,004	9.0%
Not Self-employed	46,564	55,000	65,000	79,200	94,859	298	68,850	5.1%
All Respondents	47,150	55,000	65,000	80,388	97,792	312	69,971	5.4%

**Table 29 - Salary Distribution by Contract Basis at Primary Job**

Canada\*

	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Mean	Mean Percent Change
Work on Contract Basis	42,101	52,000	60,000	73,000	124,800	27	68,502	11.9%
Do Not Work on Contract Basis	47,250	55,000	65,250	80,388	96,777	284	70,014	4.8%
All Respondents	47,150	55,000	65,000	80,388	97,792	312	69,971	5.4%

**Table 30 - Salary Distribution by Number of Part-time Jobs Held**

Canada\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
One	7,000	32,280	51,701	69,160	84,240	18	48,626	2.5%
All Respondents	11,200	28,850	48,256	69,160	85,680	22	48,339	2.4%

**Table 31 - Salary Distribution by Number of Part-time Hours Worked per Week**

Canada\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
11-20 Hours	7,000	17,590	38,010	42,640	.	6	31,917	.8%
21-30 Hours	21,240	51,227	61,808	70,450	85,680	12	58,560	3.2%
All Respondents	11,200	28,850	48,256	69,160	85,680	22	48,339	2.4%

**Table 32 - Salary Distribution by Reasons for Working Part-time**

Canada\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
Respondent's Choice	15,400	21,800	60,616	70,720	87,616	15	53,511	2.9%
All Respondents	11,200	28,850	48,256	69,160	85,680	22	48,339	2.4%



# CANADA

## **Chapter Two** **Administrative/Management**



**Table 1 - Salary Distribution by Region**

Canada\*

						Salary		Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Mean	Mean Percent Change
Quebec - Postal Codes G, H, and J	64,850	68,750	77,000	89,220	96,300	16	78,761	9.0%
Ontario - Postal Codes K, L, M, N, and P	66,580	72,000	90,000	100,000	111,200	43	88,758	5.0%
Prairies - Postal Codes R, S, and T	62,250	74,250	80,950	94,915	105,840	12	83,229	4.7%
British Columbia - Postal Code V	66,000	71,500	79,800	97,000	.	9	85,533	6.6%
Primary Responsibility-Admin/Mgmt	66,100	72,000	80,693	94,422	108,800	81	85,473	5.9%

**Table 2 - Salary Distribution by Metropolitan Area**

Canada\*

						Salary		Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Mean	Mean Percent Change
Metro Montreal	64,700	67,750	74,000	87,480	99,600	13	78,114	9.4%
Eastern Ontario	70,400	74,400	93,000	100,000	150,200	11	96,843	.6%
Metro Toronto	65,000	70,500	87,000	97,827	110,200	28	85,591	6.9%
Alberta	62,250	74,250	80,950	94,915	105,840	12	83,229	4.7%
British Columbia	66,000	71,500	79,800	97,000	.	9	85,533	6.6%
Primary Responsibility-Admin/Mgmt	66,100	72,000	80,693	94,422	108,800	81	85,473	5.9%

**Table 3 - Salary Distribution by Subject Degree Field**

Canada\*

						Salary		Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Mean	Mean Percent Change
Master	67,100	72,000	86,490	96,915	111,540	22	86,719	8.2%
Bachelor	67,500	74,000	81,900	94,422	108,000	49	86,541	4.9%
Some college but no degree	61,500	64,125	68,250	79,250	.	6	73,000	3.0%
Primary Responsibility-Admin/Mgmt	66,100	72,000	80,693	94,422	108,800	81	85,473	5.9%

**Table 4 - Salary Distribution by Library/Information Science Degree**

Canada\*

						Salary		Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Mean	Mean Percent Change
Master	66,490	72,000	81,297	95,271	108,300	66	85,760	6.1%
Some college but no degree	61,500	64,125	70,250	78,750	.	6	72,000	3.3%
Primary Responsibility-Admin/Mgmt	66,100	72,000	80,693	94,422	108,800	81	85,473	5.9%

\*All salaries in Canadian tables are reported in Canadian dollars. The exchange rate on April 1, 2008, was \$1.02 Canadian=\$1 U.S.



**Table 5 - Salary Distribution by Degree Held**

Canada\*

						Number	Salary	Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile		Mean	Mean Percent Change
Education	78,000	79,950	90,000	104,277	.	5	91,691	4.3%
English/Literature/ Composition	69,600	73,700	87,000	102,400	111,760	21	88,633	5.9%
History	71,000	80,517	94,843	103,000	112,200	19	93,482	5.0%
Social Sciences	64,200	72,000	78,000	89,980	102,600	11	79,796	4.8%
Other	60,600	69,500	74,000	90,480	93,955	13	77,465	9.6%
Primary Responsibility-Admin/Mgmt	66,100	72,000	80,693	94,422	108,800	81	85,473	5.9%

**Table 6 - Salary Distribution by Years of Library Experience**

Canada\*

						Number	Salary	Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile		Mean	Mean Percent Change
6-10 Years	61,500	65,000	71,500	87,000	.	8	74,438	14.0%
11-15 Years	66,100	72,000	74,000	80,000	90,800	15	75,880	6.7%
16-20 Years	68,750	73,800	86,490	99,665	111,000	14	87,927	4.6%
21-25 Years	65,820	70,000	90,000	104,000	118,400	15	88,613	5.2%
26 Years or More	74,420	79,750	92,000	101,350	116,040	26	93,671	3.7%
Primary Responsibility-Admin/Mgmt	66,100	72,000	80,693	94,422	108,800	81	85,473	5.9%

**Table 7 - Salary Distribution by Years of Total Work Experience**

Canada\*

						Number	Salary	Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile		Mean	Mean Percent Change
6-10 Years	61,500	65,250	70,000	82,000	.	5	72,900	8.9%
11-15 Years	67,500	69,000	75,000	80,000	.	7	75,929	5.0%
16-20 Years	64,700	67,875	73,000	88,970	98,722	16	78,384	9.5%
21-25 Years	66,450	74,250	90,990	102,327	109,700	12	88,836	4.2%
26 Years or More	73,600	79,000	90,500	101,350	113,480	38	92,530	4.4%
Primary Responsibility-Admin/Mgmt	66,100	72,000	80,693	94,422	108,800	81	85,473	5.9%

**Table 8 - Salary Distribution by Gender**

Canada\*

						Salary		Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Mean	Mean Percent Change
Female	66,150	72,000	80,258	93,000	104,000	72	84,130	5.6%
Male	61,500	67,850	100,800	118,500	.	9	96,218	7.8%
Primary Responsibility-Admin/Mgmt	66,100	72,000	80,693	94,422	108,800	81	85,473	5.9%

**Table 9 - Salary Distribution by Ethnicity/ Race**

Canada\*

						Salary		Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Mean	Mean Percent Change
White	66,560	73,250	82,450	93,972	108,700	72	85,289	5.8%
Primary Responsibility-Admin/Mgmt	66,100	72,000	80,693	94,422	108,800	81	85,473	5.9%

**Table 10 - Salary Distribution by Number of Employees**

Canada\*

						Salary		Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Mean	Mean Percent Change
100-499 Employees	64,700	67,350	72,000	104,000	137,800	13	85,092	7.0%
500-999 Employees	71,400	74,500	87,000	104,000	114,200	17	89,385	7.7%
1,000-2,499 Employees	65,400	71,250	78,250	97,250	123,500	10	85,250	6.0%
2,500-4,999 Employees	66,840	77,850	80,347	94,127	97,684	10	83,682	4.2%
5,000-9,999 Employees	61,500	64,500	67,500	90,000	.	9	75,075	1.8%
10,000 or more Employees	74,000	79,950	90,470	94,077	104,900	14	88,312	2.7%
Primary Responsibility-Admin/Mgmt	66,100	72,000	80,693	94,422	108,800	81	85,473	5.9%

**Table 11 - Salary Distribution by Non-profit Status**

Canada\*

						Salary		Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Mean	Mean Percent Change
Work in a Non-profit Organization	65,000	72,000	80,693	96,553	108,800	51	86,003	5.1%
Work in a For-profit Organization	67,650	72,000	82,258	93,250	109,400	30	84,572	7.2%
Primary Responsibility-Admin/Mgmt	66,100	72,000	80,693	94,422	108,800	81	85,473	5.9%

**Table 12 - Salary Distribution by Business Sector**

Canada\*

						Number	Salary	Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile		Mean	Mean Percent Change
Government	67,480	74,700	80,000	93,944	101,680	25	85,830	2.7%
Academic Institution	64,700	72,500	80,000	108,500	128,600	13	88,392	6.0%
Other Organizations	65,000	70,250	87,000	96,231	109,500	40	84,462	7.8%
Primary Responsibility-Admin/Mgmt	66,100	72,000	80,693	94,422	108,800	81	85,473	5.9%

**Table 13 - Salary Distribution by Institution/Industry**

Canada\*

						Number	Salary	Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile		Mean	Mean Percent Change
Federal Government	72,600	75,095	80,247	93,666	139,400	12	89,580	1.9%
Other Government	65,250	67,675	79,500	94,211	98,677	14	81,093	3.2%
Academic-Subj Dept	74,000	77,000	93,000	108,500	.	5	92,800	1.4%
Academic-General Campus	65,000	70,250	77,300	126,500	.	6	91,267	10.7%
Professional Services - legal	71,000	88,000	104,000	110,000	.	7	98,314	12.6%

**Table 14 - Salary Distribution by Institution/Industry and Library/ Information Center Annual Budget**

							Number	Salary	Percent change
		10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile		Mean	Mean Percent Change
Institution/Current Budget									
Other Government	\$250,000-\$499,999	64,500	65,250	75,000	84,500	.	5	74,900	2.3%

**Table 15 - Salary Distribution by Union vs. Non-union**

Canada\*

						Number	Salary	Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile		Mean	Mean Percent Change
Wages/Salary Set by Collective Bargaining Agreement	66,140	72,000	79,800	93,000	107,000	31	83,109	3.2%
Wages/Salary Not Set by Collective Bargaining Agreement	65,000	72,000	87,000	96,126	110,200	48	86,567	7.5%
Primary Responsibility-Admin/Mgmt	66,100	72,000	80,693	94,422	108,800	81	85,473	5.9%

**Table 16 - Salary Distribution by Number of Years with Present Employer**

Canada\*

						Number	Salary	Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile		Mean	Mean Percent Change
Less than Two Years	65,500	72,000	91,000	105,750	129,200	12	90,333	16.6%
3-5 Years	58,000	68,250	71,000	77,100	.	8	72,423	5.0%
6-10 Years	63,900	68,000	78,000	92,000	109,600	17	81,062	6.1%
11-15 Years	66,500	69,750	80,000	91,500	.	9	80,556	3.6%
16-20 Years	69,843	80,863	94,366	100,000	108,200	12	91,499	3.4%
21-25 Years	70,000	79,000	90,000	105,000	.	7	90,600	4.0%
26 Years or more	67,700	76,000	85,500	101,577	140,900	12	91,692	1.6%
Primary Responsibility-Admin/Mgmt	66,100	72,000	80,693	94,422	108,800	81	85,473	5.9%

**Table 17 - Salary Distribution by Number of Employees Supervised or Managed**

Canada\*

						Number	Salary	Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile		Mean	Mean Percent Change
1-2 Employees	58,000	72,500	84,000	92,500	.	8	82,000	4.4%
3-4 Employees	65,600	67,100	75,000	92,000	105,137	13	79,965	3.5%
5-6 Employees	63,600	70,250	79,000	83,475	102,260	16	79,726	6.5%
7-9 Employees	68,700	72,000	81,847	98,731	108,100	18	85,363	3.6%
10-14 Employees	64,300	66,750	79,900	100,500	110,000	12	83,648	9.0%
20 or more Employees	87,000	93,888	100,000	131,000	.	7	112,634	6.1%
Primary Responsibility-Admin/Mgmt	66,100	72,000	80,693	94,422	108,800	81	85,473	5.9%

**Table 18 - Salary Distribution by Primary Job Responsibility**

Canada\*

						Number	Salary	Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile		Mean	Mean Percent Change
Administrative/Management	66,100	72,000	80,693	94,422	108,800	81	85,473	5.9%
Primary Responsibility-Admin/Mgmt	66,100	72,000	80,693	94,422	108,800	81	85,473	5.9%

**Table 19 - Salary Distribution by Job Title**

Canada\*

						Number	Salary	Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile		Mean	Mean Percent Change
Director/Manager	65,000	72,000	80,517	93,500	105,000	69	83,917	6.6%
Asst Mngr./Dept./Section Head	68,000	71,500	80,000	93,444	.	9	83,007	.3%
Primary Responsibility-Admin/Mgmt	66,100	72,000	80,693	94,422	108,800	81	85,473	5.9%

**Table 20 - Salary Distribution by Library or Information Resource Center Setting**

Canada\*

						Number	Salary	Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile		Mean	Mean Percent Change
Work in Library or Information Resource Center	66,200	72,000	80,517	93,944	109,600	73	85,418	4.9%
Do Not Work in Library or Information Resource Center	58,000	72,000	90,000	100,000	.	7	83,857	15.5%
Primary Responsibility-Admin/Mgmt	66,100	72,000	80,693	94,422	108,800	81	85,473	5.9%

**Table 21 - Salary Distribution by Library/ Information Center Annual Budget**

Canada\*

						Number	Salary	Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile		Mean	Mean Percent Change
\$75,000-\$99,999	67,500	68,250	74,000	84,000	.	5	75,700	4.5%
\$100,000-\$249,999	65,000	66,875	79,000	85,725	99,900	12	77,924	5.5%
\$250,000-\$499,999	64,950	71,250	79,000	89,985	100,900	18	80,506	2.8%
\$500,000-\$999,999	68,900	72,500	88,500	94,382	106,460	16	85,486	7.2%
Above \$1,000,000	81,500	92,490	96,000	113,750	143,000	14	104,346	4.8%
Primary Responsibility-Admin/Mgmt	66,100	72,000	80,693	94,422	108,800	81	85,473	5.9%

**Table 22 - Salary Distribution by Full-time Equivalent Employees in Library/Information Center**

Canada\*

						Number	Salary	Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile		Mean	Mean Percent Change
More than 2 to 4	65,800	68,250	78,000	90,000	112,040	17	81,525	4.2%
More than 4 to 9	64,700	71,500	80,693	96,075	106,400	33	83,781	5.9%
More than 9	70,000	74,600	89,980	96,553	131,000	19	92,938	3.9%
Primary Responsibility-Admin/Mgmt	66,100	72,000	80,693	94,422	108,800	81	85,473	5.9%

\*All salaries in Canadian tables are reported in Canadian dollars. The exchange rate on April 1, 2008, was \$1.02 Canadian=\$1 U.S.

**Table 23 - Number and Percentage of Employees by Type of Benefits Provided by Institution Group**

	Total		Benefits provided by primary job					
	Count	Percent	Paid sick leave		Paid personal time off		Paid vacation	
			Cases	Percent	Cases	Percent	Cases	Percent
Federal Government	12	100.0%	12	100.0%	10	83.3%	12	100.0%
Other Government	14	100.0%	14	100.0%	6	42.9%	14	100.0%
Public Library-Subj and General	3	100.0%	3	100.0%	3	100.0%	3	100.0%
Academic-Subj Dept	5	100.0%	5	100.0%	4	80.0%	5	100.0%
Academic-General Campus	6	100.0%	6	100.0%	5	83.3%	6	100.0%
Finance & Insurance; Accounting	14	100.0%	13	92.9%	11	78.6%	14	100.0%
Information Services & Publishing	8	100.0%	8	100.0%	6	75.0%	8	100.0%
Manufacturing and Agriculture	1	100.0%	1	100.0%	1	100.0%	1	100.0%
Professional Services	17	100.0%	15	88.2%	9	52.9%	16	94.1%
Utilities; Transportation; Broadcasting; Movies; Trade	1	100.0%	1	100.0%			1	100.0%
Other	1	100.0%	1	100.0%	1	100.0%	1	100.0%
Primary Responsibility-Admin/Mgmt	82	100.0%	79	96.3%	56	68.3%	81	98.8%

**Table 23 - Number and Percentage of Employees by Type of Benefits Provided by Institution Group**

	Benefits provided by primary job							
	Medical insurance/group plan		Medical savings account		Dental insurance/group plan		Vision coverage	
	Cases	Percent	Cases	Percent	Cases	Percent	Cases	Percent
Federal Government	12	100.0%			12	100.0%	12	100.0%
Other Government	13	92.9%	2	14.3%	12	85.7%	8	57.1%
Public Library-Subj and General	3	100.0%			3	100.0%	3	100.0%
Academic-Subj Dept	5	100.0%			5	100.0%	4	80.0%
Academic-General Campus	6	100.0%			6	100.0%	4	66.7%
Finance & Insurance; Accounting	14	100.0%	3	21.4%	14	100.0%	12	85.7%
Information Services & Publishing	7	87.5%	4	50.0%	7	87.5%	6	75.0%
Manufacturing and Agriculture	1	100.0%	1	100.0%	1	100.0%	1	100.0%
Professional Services	16	94.1%	1	5.9%	16	94.1%	13	76.5%
Utilities; Transportation; Broadcasting; Movies; Trade	1	100.0%			1	100.0%	1	100.0%
Other	1	100.0%			1	100.0%	1	100.0%
Primary Responsibility-Admin/Mgmt	79	96.3%	11	13.4%	78	95.1%	65	79.3%

**Table 23 - Number and Percentage of Employees by Type of Benefits Provided by Institution Group**

	Benefits provided by primary job							
	Life insurance		Retirement plan		Long-term disability		Short-term disability	
	Cases	Percent	Cases	Percent	Cases	Percent	Cases	Percent
Federal Government	8	66.7%	12	100.0%	12	100.0%	9	75.0%
Other Government	13	92.9%	12	85.7%	13	92.9%	13	92.9%
Public Library-Subj and General	2	66.7%	3	100.0%	3	100.0%	1	33.3%
Academic-Subj Dept	5	100.0%	4	80.0%	5	100.0%	3	60.0%
Academic-General Campus	6	100.0%	6	100.0%	5	83.3%	5	83.3%
Finance & Insurance; Accounting	14	100.0%	14	100.0%	13	92.9%	14	100.0%
Information Services & Publishing	7	87.5%	8	100.0%	7	87.5%	6	75.0%
Manufacturing and Agriculture	1	100.0%	1	100.0%	1	100.0%	1	100.0%
Professional Services	12	70.6%	14	82.4%	15	88.2%	14	82.4%
Utilities; Transportation; Broadcasting; Movies; Trade	1	100.0%	1	100.0%	1	100.0%	1	100.0%
Other	1	100.0%	1	100.0%	1	100.0%	1	100.0%
Primary Responsibility-Admin/Mgmt	70	85.4%	76	92.7%	76	92.7%	68	82.9%

**Table 23 - Number and Percentage of Employees by Type of Benefits Provided by Institution Group**

	Benefits provided by primary job							
	Child day care		Time off for child or elder care		Employee assistance or wellness program		Profit sharing	
	Cases	Percent	Cases	Percent	Cases	Percent	Cases	Percent
Federal Government			10	83.3%	10	83.3%		
Other Government	1	7.1%	8	57.1%	13	92.9%		
Public Library-Subj and General			2	66.7%	3	100.0%		
Academic-Subj Dept			3	60.0%	5	100.0%		
Academic-General Campus			5	83.3%	5	83.3%		
Finance & Insurance; Accounting	1	7.1%	9	64.3%	13	92.9%	6	42.9%
Information Services & Publishing	1	12.5%	1	12.5%	6	75.0%	2	25.0%
Manufacturing and Agriculture							1	100.0%
Professional Services			1	5.9%	13	76.5%	5	29.4%
Utilities; Transportation; Broadcasting; Movies; Trade					1	100.0%		
Other					1	100.0%		
Primary Responsibility-Admin/Mgmt	3	3.7%	39	47.6%	70	85.4%	14	17.1%

**Table 23 - Number and Percentage of Employees by Type of Benefits Provided by Institution Group**

	Benefits provided by primary job					
	Education/ professional development assistance		Professional association memberships		Adoption assistance	
	Cases	Percent	Cases	Percent	Cases	Percent
Federal Government	10	83.3%	7	58.3%	1	8.3%
Other Government	11	78.6%	9	64.3%		
Public Library-Subj and General	3	100.0%	2	66.7%		
Academic-Subj Dept	5	100.0%	3	60.0%	1	20.0%
Academic-General Campus	5	83.3%	3	50.0%	1	16.7%
Finance & Insurance; Accounting	14	100.0%	14	100.0%		
Information Services & Publishing	7	87.5%	5	62.5%	1	12.5%
Manufacturing and Agriculture	1	100.0%	1	100.0%		
Professional Services	14	82.4%	16	94.1%		
Utilities; Transportation; Broadcasting; Movies; Trade	1	100.0%	1	100.0%	1	100.0%
Other	1	100.0%	1	100.0%		
Primary Responsibility-Admin/Mgmt	72	87.8%	62	75.6%	5	6.1%

**Table 24 - Health Insurance Plan Provided by Institution Group**

	Do you participate in an employee-offered health insurance plan?					
	Yes		No		Not Applicable	
	Count	Percent	Count	Percent	Count	Percent
Federal Government	11	91.7%	1	8.3%		
Other Government	13	92.9%	1	7.1%		
Public Library-Subj and General	2	66.7%	1	33.3%		
Academic-Subj Dept	3	75.0%	1	25.0%		
Academic-General Campus	5	83.3%	1	16.7%		
Finance & Insurance; Accounting	14	100.0%				
Information Services & Publishing	7	87.5%	1	12.5%		
Manufacturing and Agriculture	1	100.0%				
Professional Services	13	76.5%	3	17.6%	1	5.9%
Utilities; Transportation; Broadcasting; Movies; Trade	1	100.0%				
Other	1	100.0%				
Total	71	87.7%	9	11.1%	1	1.2%



**Table 25 - Individual Coverage Health Insurance Plan Benefits Provided by Institution Group**

	How much, as a percent of salary, do you contribute towards the premium for health insurance?		How does this percent that you pay compare to the previous year?					
	Count	Mean	Higher		Lower		The same	
			Count	Count Percent	Count	Count Percent	Count	Count Percent
Federal Government	8	9.4%					9	100.0%
Other Government	11	24.9%	1	8.3%			11	91.7%
Public Library-Subj and General	2	.0%			1	50.0%	1	50.0%
Academic-Subj Dept	2	37.5%					2	100.0%
Academic-General Campus	4	13.9%			1	25.0%	3	75.0%
Finance & Insurance; Accounting	10	5.6%	1	8.3%	1	8.3%	10	83.3%
Information Services & Publishing	3	40.0%			2	66.7%	1	33.3%
Manufacturing and Agriculture	0	.					1	100.0%
Professional Services	13	14.6%					13	100.0%
Utilities; Transportation; Broadcasting; Movies; Trade	1	.0%					1	100.0%
Other	1	.0%					1	100.0%
Total	55	15.4%	2	3.3%	5	8.3%	53	88.3%

**Table 26 - Dependent Coverage Health Insurance Plan Benefits Provided by Institution Group**

	How much, as a percent of salary, do you contribute towards the premium for health insurance?		How does the percent you pay compare to the previous year?					
	Count	Mean	Higher		Lower		The same	
			Count	Count Percent	Count	Count Percent	Count	Count Percent
Federal Government	6	9.2%					7	100.0%
Other Government	7	14.6%	1	11.1%			8	88.9%
Public Library-Subj and General	2	.0%			1	50.0%	1	50.0%
Academic-Subj Dept	2	50.0%					2	100.0%
Academic-General Campus	4	13.9%			1	25.0%	3	75.0%
Finance & Insurance; Accounting	9	5.9%			1	9.1%	10	90.9%
Information Services & Publishing	3	40.0%			2	66.7%	1	33.3%
Manufacturing and Agriculture	0	.					1	100.0%
Professional Services	12	10.8%			1	9.1%	10	90.9%
Other	1	.0%					1	100.0%
Total	46	13.4%	1	2.0%	6	11.8%	44	86.3%

**Table 27 - Total Outlay for Health Insurance Benefits by Institution Group**

	How does your total outlay for health insurance benefits compare to the incremental change in your salary for 2008?					
	Increase in health insurance premium is HIGHER THAN the increase in salary		Increase in health insurance premium is LOWER THAN the increase in salary		Increase in health insurance premium is the SAME as the increase in salary	
	Count	Percent	Count	Percent	Count	Percent
Federal Government	1	14.3%	1	14.3%	5	71.4%
Other Government	1	9.1%	4	36.4%	6	54.5%
Public Library-Subj and General			1	50.0%	1	50.0%
Academic-Subj Dept			2	100.0%		
Academic-General Campus	1	25.0%	2	50.0%	1	25.0%
Finance & Insurance; Accounting			2	20.0%	8	80.0%
Information Services & Publishing			2	66.7%	1	33.3%
Manufacturing and Agriculture					1	100.0%
Professional Services			3	27.3%	8	72.7%
Other					1	100.0%
Total	3	5.8%	17	32.7%	32	61.5%

**Table 28 - Salary Distribution by Employed/Self-Employed Status**

Canada\*

						Number	Salary	Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile		Mean	Mean Percent Change
Not Self-employed	66,400	72,000	80,693	93,944	109,200	77	85,559	5.7%
Primary Responsibility-Admin/Mgmt	66,100	72,000	80,693	94,422	108,800	81	85,473	5.9%

**Table 29 - Salary Distribution by Contract Basis at Primary Job**

Canada\*

						Number	Salary	Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile		Mean	Mean Percent Change
Do Not Work on Contract Basis	66,400	72,000	80,693	93,944	109,200	77	85,559	5.7%
Primary Responsibility-Admin/Mgmt	66,100	72,000	80,693	94,422	108,800	81	85,473	5.9%

**Table 30 - Salary Distribution by Number of Part-time Jobs Held**

Canada\*

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## **Table 31 - Salary Distribution by Number of Part-time Hours Worked per Week**

Canada\*

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## **Table 32 - Salary Distribution by Reasons for Working Part-time**

Canada\*

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# CANADA

## **Chapter Three** **CI/Research**



**Table 1 - Salary Distribution by Region**

Canada\*

						Salary		Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Mean	Mean Percent Change
Quebec - Postal Codes G, H, and J	38,000	46,000	58,000	64,000	.	9	54,889	3.6%
Ontario - Postal Codes K, L, M, N, and P	47,700	54,500	60,000	70,499	90,922	41	64,919	6.9%
British Columbia - Postal Code V	52,000	55,000	60,684	73,151	.	6	63,662	2.4%
Primary Responsibility-CI/Research	47,600	54,000	60,500	70,000	84,760	60	63,624	5.8%

**Table 2 - Salary Distribution by Metropolitan Area**

Canada\*

						Salary		Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Mean	Mean Percent Change
Metro Montreal	38,000	44,500	53,500	63,500	.	8	53,375	2.9%
Metro Toronto	46,900	53,000	60,000	70,000	87,000	35	63,022	6.2%
British Columbia	52,000	55,000	60,684	73,151	.	6	63,662	2.4%
Primary Responsibility-CI/Research	47,600	54,000	60,500	70,000	84,760	60	63,624	5.8%

**Table 3 - Salary Distribution by Subject Degree Field**

Canada\*

						Salary		Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Mean	Mean Percent Change
Master	39,400	46,000	56,000	82,602	110,000	11	63,737	10.1%
Bachelor	48,850	55,000	62,934	74,000	86,846	36	65,126	4.4%
Some college but no degree	51,100	53,500	60,000	70,000	72,520	10	60,780	8.2%
Primary Responsibility-CI/Research	47,600	54,000	60,500	70,000	84,760	60	63,624	5.8%

**Table 4 - Salary Distribution by Library/Information Science Degree**

Canada\*

						Salary		Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Mean	Mean Percent Change
Master	45,900	53,750	60,000	67,750	90,115	38	63,162	6.1%
Bachelor	49,000	52,000	70,998	75,500	.	5	65,200	2.5%
Some college but no degree	50,817	54,000	60,000	67,172	.	7	60,970	10.1%
Primary Responsibility-CI/Research	47,600	54,000	60,500	70,000	84,760	60	63,624	5.8%

**Table 5 - Salary Distribution by Degree Held**

Canada\*

						Salary		Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Mean	Mean Percent Change
English/Literature/ Composition	53,400	58,000	63,000	78,000	89,922	11	68,093	4.7%
History	46,450	54,500	60,000	74,500	88,998	12	63,237	8.4%
Social Sciences	47,400	55,750	63,000	75,500	99,400	13	65,821	8.0%
Other	43,000	47,500	60,250	84,449	.	6	68,050	6.5%
Primary Responsibility-CI/Research	47,600	54,000	60,500	70,000	84,760	60	63,624	5.8%

**Table 6 - Salary Distribution by Years of Library Experience**

Canada\*

						Salary		Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Mean	Mean Percent Change
2 or less	41,000	47,750	52,000	55,375	.	8	54,563	8.3%
3-5 Years	46,000	51,000	63,000	94,400	.	5	70,760	21.1%
6-10 Years	45,000	49,000	57,000	64,125	.	8	56,188	4.5%
11-15 Years	50,935	55,000	61,500	64,250	69,500	10	60,482	7.1%
16-20 Years	52,300	55,750	63,586	73,350	75,900	10	64,247	2.8%
21-25 Years	38,500	52,000	66,434	90,288	91,680	10	67,776	3.7%
26 Years or More	54,000	57,250	66,499	75,750	.	8	67,200	2.6%
Primary Responsibility-CI/Research	47,600	54,000	60,500	70,000	84,760	60	63,624	5.8%

**Table 7 - Salary Distribution by Years of Total Work Experience**

Canada\*

						Salary		Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Mean	Mean Percent Change
3-5 Years	41,000	44,750	48,000	79,200	.	6	61,967	6.8%
6-10 Years	45,000	49,000	54,500	59,000	.	8	54,188	13.9%
11-15 Years	52,800	60,000	63,000	70,000	109,000	11	68,727	4.4%
16-20 Years	50,817	58,000	60,000	67,172	.	7	61,427	9.4%
21-25 Years	47,800	55,250	70,000	84,000	91,505	13	69,789	3.4%
26 Years or More	43,600	55,000	61,000	73,900	79,961	13	62,685	2.4%
Primary Responsibility-CI/Research	47,600	54,000	60,500	70,000	84,760	60	63,624	5.8%

**Table 8 - Salary Distribution by Gender**

Canada\*

						Number	Salary	Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile		Mean	Mean Percent Change
Female	49,000	54,000	60,000	70,000	81,682	51	62,999	6.2%
Male	41,000	46,250	62,868	80,577	.	9	67,169	3.3%
Primary Responsibility-CI/Research	47,600	54,000	60,500	70,000	84,760	60	63,624	5.8%

**Table 9 - Salary Distribution by Ethnicity/ Race**

Canada\*

						Number	Salary	Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile		Mean	Mean Percent Change
White	46,300	54,000	61,000	70,998	89,000	51	64,136	6.2%
Primary Responsibility-CI/Research	47,600	54,000	60,500	70,000	84,760	60	63,624	5.8%

**Table 10 - Salary Distribution by Number of Employees**

Canada\*

						Number	Salary	Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile		Mean	Mean Percent Change
100-499 Employees	45,000	52,250	63,750	69,999	.	8	61,687	10.6%
500-999 Employees	38,000	46,250	58,500	85,000	.	6	65,667	5.3%
1,000-2,499 Employees	43,000	52,000	65,000	70,000	.	7	63,882	2.9%
5,000-9,999 Employees	46,000	56,000	61,000	73,301	.	9	64,403	3.7%
10,000 or more Employees	47,800	53,500	58,000	64,000	74,800	21	59,622	3.0%
Primary Responsibility-CI/Research	47,600	54,000	60,500	70,000	84,760	60	63,624	5.8%

**Table 11 - Salary Distribution by Non-profit Status**

Canada\*

						Number	Salary	Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile		Mean	Mean Percent Change
Work in a Non-profit Organization	47,000	53,000	60,000	75,000	105,461	23	66,754	7.8%
Work in a For-profit Organization	46,600	54,000	61,000	68,586	79,400	37	61,678	4.6%
Primary Responsibility-CI/Research	47,600	54,000	60,500	70,000	84,760	60	63,624	5.8%



**Table 12 - Salary Distribution by Business Sector**

Canada\*

						Number	Salary	Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile		Mean	Mean Percent Change
Government	52,000	55,125	63,000	67,129	.	8	67,209	6.8%
Other Organizations	46,150	52,750	60,000	70,250	82,142	50	62,572	5.8%
Primary Responsibility-CI/Research	47,600	54,000	60,500	70,000	84,760	60	63,624	5.8%

**Table 13 - Salary Distribution by Institution/Industry**

Canada\*

						Number	Salary	Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile		Mean	Mean Percent Change
Federal Government	55,000	55,375	64,500	79,129	.	6	70,279	8.7%
Accounting	38,300	47,000	57,250	64,000	77,200	10	56,650	3.4%
Finance - except insurance	43,000	50,500	56,500	71,500	.	8	60,967	2.6%
Finance - insurance carriers, funds, trusts	46,163	54,000	62,868	76,000	88,520	11	64,435	4.0%
Primary Responsibility-CI/Research	47,600	54,000	60,500	70,000	84,760	60	63,624	5.8%

**Table 14 - Salary Distribution by Institution/Industry and Library/ Information Center Annual Budget**

							Number	Salary	Percent change
		10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile		Mean	Mean Percent Change
Institution/Current Budget									
Accounting	Don't know	38,000	45,000	56,000	61,500	.	9	55,167	3.4%

**Table 15 - Salary Distribution by Union vs. Non-union**

Canada\*

						Number	Salary	Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile		Mean	Mean Percent Change
Wages/Salary Set by Collective Bargaining Agreement	48,250	55,375	62,434	65,500	77,515	18	61,946	7.6%
Wages/Salary Not Set by Collective Bargaining Agreement	45,750	52,750	60,000	73,350	88,500	42	64,344	5.0%
Primary Responsibility-CI/Research	47,600	54,000	60,500	70,000	84,760	60	63,624	5.8%

**Table 16 - Salary Distribution by Number of Years with Present Employer**

Canada\*

						Salary		Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Mean	Mean Percent Change
Less than Two Years	44,250	50,375	55,250	61,750	74,000	14	56,643	9.5%
Two Years	45,000	46,000	65,500	85,000	.	7	68,786	2.8%
3-5 Years	42,400	53,500	62,868	64,500	104,880	13	64,051	5.2%
6-10 Years	43,000	57,000	62,000	74,400	.	9	64,756	3.5%
11-15 Years	50,817	54,000	60,000	70,000	.	7	64,163	3.6%
Primary Responsibility-CI/Research	47,600	54,000	60,500	70,000	84,760	60	63,624	5.8%

**Table 17 - Salary Distribution by Number of Employees Supervised or Managed**

Canada\*

						Salary		Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Mean	Mean Percent Change
None	45,800	52,000	58,500	64,000	73,240	47	59,581	5.1%
1-2 Employees	56,000	63,500	75,500	84,401	.	8	74,575	9.6%
3-4 Employees	58,000	64,000	76,000	108,270	.	5	84,108	5.9%
Primary Responsibility-CI/Research	47,600	54,000	60,500	70,000	84,760	60	63,624	5.8%

**Table 18 - Salary Distribution by Primary Job Responsibility**

Canada\*

						Salary		Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Mean	Mean Percent Change
Research Analyst	45,500	52,000	58,000	63,500	75,000	21	58,262	3.9%
Competitive Intelligence, Bus Research	48,700	55,000	62,868	76,000	90,692	23	64,885	6.8%
Online/Electronic/Literature Research	43,600	57,000	63,500	74,450	117,940	16	68,850	7.0%
Primary Responsibility-CI/Research	47,600	54,000	60,500	70,000	84,760	60	63,624	5.8%

**Table 19 - Salary Distribution by Job Title**

Canada\*

						Salary		Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Mean	Mean Percent Change
Director/Manager	56,400	62,000	76,000	90,000	118,188	11	79,285	8.5%
Librarian/Info Specialist/Researcher	47,900	52,000	58,500	64,000	74,120	43	59,240	4.3%
Primary Responsibility-CI/Research	47,600	54,000	60,500	70,000	84,760	60	63,624	5.8%

\*All salaries in Canadian tables are reported in Canadian dollars. The exchange rate on April 1, 2008, was \$1.02 Canadian=\$1 U.S.

**Table 20 - Salary Distribution by Library or Information Resource Center Setting**

Canada\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
Work in Library or Information Resource Center	46,150	53,750	60,000	67,879	82,142	50	61,737	5.2%
Do Not Work in Library or Information Resource Center	49,300	55,000	65,500	83,350	123,820	10	73,060	8.5%
Primary Responsibility-CI/Research	47,600	54,000	60,500	70,000	84,760	60	63,624	5.8%

**Table 21 - Salary Distribution by Library/ Information Center Annual Budget**

Canada\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
Budgets are not allocated to separate branch or libraries	60,000	61,434	63,000	80,499	.	5	69,373	6.2%
Don't know	44,200	51,000	56,000	64,000	75,600	27	57,411	4.9%
Primary Responsibility-CI/Research	47,600	54,000	60,500	70,000	84,760	60	63,624	5.8%

**Table 22 - Salary Distribution by Full-time Equivalent Employees in Library/Information Center**

Canada\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
2 or less	45,350	54,125	63,000	72,749	84,300	10	63,950	7.0%
More than 2 to 4	41,000	51,000	64,000	75,000	81,600	15	62,169	3.5%
More than 4 to 9	46,850	54,000	57,250	64,750	91,212	18	61,123	4.2%
More than 9	46,000	51,250	55,500	60,500	.	6	55,333	9.6%
Primary Responsibility-CI/Research	47,600	54,000	60,500	70,000	84,760	60	63,624	5.8%

**Table 23 - Number and Percentage of Employees by Type of Benefits Provided by Institution Group**

	Total		Benefits provided by primary job					
	Count	Percent	Paid sick leave		Paid personal time off		Paid vacation	
			Cases	Percent	Cases	Percent	Cases	Percent
Federal Government	6	100.0%	5	83.3%	4	66.7%	6	100.0%
Other Government	2	100.0%	2	100.0%	1	50.0%	2	100.0%
Academic-Subj Dept	2	100.0%	2	100.0%	1	50.0%	2	100.0%
Academic-General Campus	1	100.0%	1	100.0%	1	100.0%	1	100.0%
Finance & Insurance; Accounting	33	100.0%	32	97.0%	23	69.7%	33	100.0%
Information Services & Publishing	4	100.0%	4	100.0%	2	50.0%	4	100.0%
Manufacturing and Agriculture	1	100.0%	1	100.0%			1	100.0%
Professional Services	9	100.0%	9	100.0%	4	44.4%	9	100.0%
Utilities; Transportation; Broadcasting; Movies; Trade	1	100.0%	1	100.0%	1	100.0%	1	100.0%
Associations; Museums; Advocacy, Health Care	1	100.0%	1	100.0%	1	100.0%	1	100.0%
Other	1	100.0%	1	100.0%	1	100.0%	1	100.0%
Primary Responsibility-CI/Research	61	100.0%	59	96.7%	39	63.9%	61	100.0%

**Table 23 - Number and Percentage of Employees by Type of Benefits Provided by Institution Group**

	Benefits provided by primary job							
	Medical insurance/group plan		Medical savings account		Dental insurance/group plan		Vision coverage	
	Cases	Percent	Cases	Percent	Cases	Percent	Cases	Percent
Federal Government	6	100.0%	1	16.7%	6	100.0%	6	100.0%
Other Government	2	100.0%			2	100.0%	2	100.0%
Academic-Subj Dept	2	100.0%			2	100.0%	2	100.0%
Academic-General Campus	1	100.0%			1	100.0%	1	100.0%
Finance & Insurance; Accounting	32	97.0%	10	30.3%	32	97.0%	30	90.9%
Information Services & Publishing	4	100.0%	3	75.0%	4	100.0%	3	75.0%
Manufacturing and Agriculture	1	100.0%			1	100.0%	1	100.0%
Professional Services	9	100.0%	4	44.4%	9	100.0%	8	88.9%
Utilities; Transportation; Broadcasting; Movies; Trade	1	100.0%			1	100.0%	1	100.0%
Associations; Museums; Advocacy, Health Care	1	100.0%			1	100.0%		
Other	1	100.0%			1	100.0%	1	100.0%
Primary Responsibility-CI/Research	60	98.4%	18	29.5%	60	98.4%	55	90.2%

**Table 23 - Number and Percentage of Employees by Type of Benefits Provided by Institution Group**

	Benefits provided by primary job							
	Life insurance		Retirement plan		Long-term disability		Short-term disability	
	Cases	Percent	Cases	Percent	Cases	Percent	Cases	Percent
Federal Government	4	66.7%	5	83.3%	5	83.3%	4	66.7%
Other Government	2	100.0%	2	100.0%	2	100.0%	2	100.0%
Academic-Subj Dept	2	100.0%	2	100.0%	2	100.0%	2	100.0%
Academic-General Campus	1	100.0%	1	100.0%	1	100.0%	1	100.0%
Finance & Insurance; Accounting	28	84.8%	27	81.8%	32	97.0%	28	84.8%
Information Services & Publishing	4	100.0%	4	100.0%	4	100.0%	4	100.0%
Manufacturing and Agriculture	1	100.0%	1	100.0%	1	100.0%	1	100.0%
Professional Services	8	88.9%	8	88.9%	7	77.8%	7	77.8%
Utilities; Transportation; Broadcasting; Movies; Trade	1	100.0%	1	100.0%	1	100.0%	1	100.0%
Associations; Museums; Advocacy, Health Care	1	100.0%	1	100.0%	1	100.0%	1	100.0%
Other	1	100.0%	1	100.0%	1	100.0%	1	100.0%
Primary Responsibility-CI/Research	53	86.9%	53	86.9%	57	93.4%	52	85.2%

**Table 23 - Number and Percentage of Employees by Type of Benefits Provided by Institution Group**

	Benefits provided by primary job							
	Child day care		Time off for child or elder care		Employee assistance or wellness program		Profit sharing	
	Cases	Percent	Cases	Percent	Cases	Percent	Cases	Percent
Federal Government			4	66.7%	3	50.0%		
Other Government			2	100.0%	2	100.0%		
Academic-Subj Dept	1	50.0%	1	50.0%	2	100.0%		
Academic-General Campus	1	100.0%	1	100.0%	1	100.0%		
Finance & Insurance; Accounting	2	6.1%	14	42.4%	29	87.9%	18	54.5%
Information Services & Publishing	1	25.0%	3	75.0%	4	100.0%	2	50.0%
Manufacturing and Agriculture					1	100.0%		
Professional Services	2	22.2%	5	55.6%	7	77.8%	2	22.2%
Utilities; Transportation; Broadcasting; Movies; Trade			1	100.0%	1	100.0%		
Associations; Museums; Advocacy, Health Care	1	100.0%	1	100.0%	1	100.0%		
Other			1	100.0%	1	100.0%		
Primary Responsibility-CI/Research	8	13.1%	33	54.1%	52	85.2%	22	36.1%

**Table 23 - Number and Percentage of Employees by Type of Benefits Provided by Institution Group**

	Benefits provided by primary job					
	Education/ professional development assistance		Professional association memberships		Adoption assistance	
	Cases	Percent	Cases	Percent	Cases	Percent
Federal Government	4	66.7%	3	50.0%		
Other Government	2	100.0%	1	50.0%		
Academic-Subj Dept	2	100.0%	2	100.0%		
Academic-General Campus	1	100.0%	1	100.0%		
Finance & Insurance; Accounting	27	81.8%	30	90.9%	7	21.2%
Information Services & Publishing	4	100.0%	4	100.0%	2	50.0%
Manufacturing and Agriculture	1	100.0%	1	100.0%		
Professional Services	7	77.8%	6	66.7%	3	33.3%
Utilities; Transportation; Broadcasting; Movies; Trade	1	100.0%	1	100.0%		
Associations; Museums; Advocacy, Health Care	1	100.0%	1	100.0%	1	100.0%
Other	1	100.0%				
Primary Responsibility-CI/Research	51	83.6%	50	82.0%	13	21.3%

**Table 24 - Health Insurance Plan Provided by Institution Group**

	Do you participate in an employee-offered health insurance plan?					
	Yes		No		Not Applicable	
	Count	Percent	Count	Percent	Count	Percent
Federal Government	3	50.0%			3	50.0%
Other Government	2	66.7%			1	33.3%
Academic-Subj Dept	2	100.0%				
Academic-General Campus	1	100.0%				
Finance & Insurance; Accounting	30	88.2%	3	8.8%	1	2.9%
Information Services & Publishing	4	100.0%				
Manufacturing and Agriculture	1	100.0%				
Professional Services	7	77.8%	2	22.2%		
Utilities; Transportation; Broadcasting; Movies; Trade					1	100.0%
Associations; Museums; Advocacy, Health Care	1	100.0%				
Other	1	100.0%				
Total	52	82.5%	5	7.9%	6	9.5%

**Table 25 - Individual Coverage Health Insurance Plan Benefits Provided by Institution Group**

	How much, as a percent of salary, do you contribute towards the premium for health insurance?		How does this percent that you pay compare to the previous year?					
	Count	Mean	Higher		Lower		The same	
			Count	Count Percent	Count	Count Percent	Count	Count Percent
Federal Government	3	.0%					3	100.0%
Other Government	1	50.0%					1	100.0%
Academic-Subj Dept	1	.0%					1	100.0%
Academic-General Campus	1	.0%					1	100.0%
Finance & Insurance; Accounting	20	5.3%	2	8.7%	1	4.3%	20	87.0%
Information Services & Publishing	2	25.0%					2	100.0%
Manufacturing and Agriculture	0	.					1	100.0%
Professional Services	6	6.1%			1	20.0%	4	80.0%
Associations; Museums; Advocacy, Health Care	1	26.0%					1	100.0%
Total	35	7.7%	2	5.3%	2	5.3%	34	89.5%

**Table 26 - Dependent Coverage Health Insurance Plan Benefits Provided by Institution Group**

	How much, as a percent of salary, do you contribute towards the premium for health insurance?		How does the percent you pay compare to the previous year?					
	Count	Mean	Higher		Lower		The same	
			Count	Count Percent	Count	Count Percent	Count	Count Percent
Federal Government	2	.0%					2	100.0%
Other Government	1	50.0%					1	100.0%
Academic-Subj Dept	1	.0%					1	100.0%
Academic-General Campus	1	.0%					1	100.0%
Finance & Insurance; Accounting	18	4.8%	3	14.3%	1	4.8%	17	81.0%
Information Services & Publishing	2	25.0%					2	100.0%
Manufacturing and Agriculture	0	.					1	100.0%
Professional Services	3	8.3%	1	33.3%			2	66.7%
Associations; Museums; Advocacy, Health Care	1	26.0%					1	100.0%
Total	29	8.2%	4	12.1%	1	3.0%	28	84.8%

**Table 27 - Total Outlay for Health Insurance Benefits by Institution Group**

	How does your total outlay for health insurance benefits compare to the incremental change in your salary for 2008?					
	Increase in health insurance premium is HIGHER THAN the increase in salary		Increase in health insurance premium is LOWER THAN the increase in salary		Increase in health insurance premium is the SAME as the increase in salary	
	Count	Percent	Count	Percent	Count	Percent
Federal Government					2	100.0%
Other Government					2	100.0%
Academic-Subj Dept			1	100.0%		
Academic-General Campus					1	100.0%
Finance & Insurance; Accounting	2	10.0%	7	35.0%	11	55.0%
Information Services & Publishing			1	50.0%	1	50.0%
Manufacturing and Agriculture					1	100.0%
Professional Services	2	40.0%	1	20.0%	2	40.0%
Associations; Museums; Advocacy, Health Care					1	100.0%
Total	4	11.4%	10	28.6%	21	60.0%

**Table 28 - Salary Distribution by Employed/Self-Employed Status**

Canada\*

						Salary		Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Mean	Mean Percent Change
Not Self-employed	47,200	53,500	60,000	70,000	78,920	57	62,132	4.8%
Primary Responsibility-CI/Research	47,600	54,000	60,500	70,000	84,760	60	63,624	5.8%

**Table 29 - Salary Distribution by Contract Basis at Primary Job**

Canada\*

						Salary		Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Mean	Mean Percent Change
Work on Contract Basis	48,500	53,500	57,750	85,115	.	8	69,369	15.5%
Do Not Work on Contract Basis	46,450	54,000	61,000	70,000	81,221	52	62,740	4.2%
Primary Responsibility-CI/Research	47,600	54,000	60,500	70,000	84,760	60	63,624	5.8%

**Table 30 - Salary Distribution by Number of Part-time Jobs Held**

Canada\*

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## **Table 31 - Salary Distribution by Number of Part-time Hours Worked per Week**

Canada\*

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## **Table 32 - Salary Distribution by Reasons for Working Part-time**

Canada\*

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# CANADA

## **Chapter Four Reference**



**Table 1 - Salary Distribution by Region**

Canada\*

						Salary		Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Mean	Mean Percent Change
Ontario - Postal Codes K, L, M, N, and P	41,350	50,633	53,500	58,750	.	8	54,108	-1.4%
British Columbia - Postal Code V	27,000	51,000	57,800	65,000	.	7	58,286	1.8%
Primary Responsibility-Reference	41,070	50,755	55,200	65,000	85,096	21	58,143	1.2%

**Table 2 - Salary Distribution by Metropolitan Area**

Canada\*

						Salary		Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Mean	Mean Percent Change
Metro Toronto	41,350	48,220	53,500	58,250	.	6	53,643	1.6%
British Columbia	27,000	51,000	57,800	65,000	.	7	58,286	1.8%
Primary Responsibility-Reference	41,070	50,755	55,200	65,000	85,096	21	58,143	1.2%

**Table 3 - Salary Distribution by Subject Degree Field**

Canada\*

						Salary		Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Mean	Mean Percent Change
Bachelor	35,400	46,000	57,800	65,000	89,664	15	57,867	1.3%
Primary Responsibility-Reference	41,070	50,755	55,200	65,000	85,096	21	58,143	1.2%

**Table 4 - Salary Distribution by Library/Information Science Degree**

Canada\*

						Salary		Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Mean	Mean Percent Change
Master	42,200	53,500	60,000	66,500	88,332	17	60,979	1.2%
Primary Responsibility-Reference	41,070	50,755	55,200	65,000	85,096	21	58,143	1.2%

**Table 5 - Salary Distribution by Degree Held**

Canada\*

						Salary		Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Mean	Mean Percent Change
English/Literature/ Composition	52,000	53,500	55,200	61,400	.	5	57,000	2.2%
History	27,000	41,250	55,000	62,000	.	6	51,833	3.4%
Primary Responsibility-Reference	41,070	50,755	55,200	65,000	85,096	21	58,143	1.2%

**Table 6 - Salary Distribution by Years of Library Experience**

Canada\*

						Salary		Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Mean	Mean Percent Change
6-10 Years	51,000	55,500	62,000	66,500	.	5	61,200	2.7%
Primary Responsibility-Reference	41,070	50,755	55,200	65,000	85,096	21	58,143	1.2%

**Table 7 - Salary Distribution by Years of Total Work Experience**

Canada\*

						Salary		Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Mean	Mean Percent Change
26 Years or More	41,000	52,000	60,000	74,360	.	8	62,060	2.1%
Primary Responsibility-Reference	41,070	50,755	55,200	65,000	85,096	21	58,143	1.2%

**Table 8 - Salary Distribution by Gender**

Canada\*

						Salary		Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Mean	Mean Percent Change
Female	44,100	51,750	58,900	65,750	87,666	18	60,452	1.0%
Primary Responsibility-Reference	41,070	50,755	55,200	65,000	85,096	21	58,143	1.2%

**Table 9 - Salary Distribution by Ethnicity/ Race**

Canada\*

						Salary		Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Mean	Mean Percent Change
White	41,000	50,510	55,200	65,000	87,000	19	58,316	1.1%
Primary Responsibility-Reference	41,070	50,755	55,200	65,000	85,096	21	58,143	1.2%

**Table 10 - Salary Distribution by Number of Employees**

Canada\*

						Salary		Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Mean	Mean Percent Change
100-499 Employees	46,000	50,510	55,200	60,000	.	7	55,216	2.6%
2,500-4,999 Employees	41,350	60,000	68,000	87,000	.	7	70,356	-1.3%
Primary Responsibility-Reference	41,070	50,755	55,200	65,000	85,096	21	58,143	1.2%

**Table 11 - Salary Distribution by Non-profit Status**

Canada\*

						Salary		Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Mean	Mean Percent Change
Work in a Non-profit Organization	44,140	51,000	60,000	65,000	89,664	15	61,533	.8%
Work in a For-profit Organization	27,000	37,500	53,500	58,250	.	6	49,667	2.3%
Primary Responsibility-Reference	41,070	50,755	55,200	65,000	85,096	21	58,143	1.2%

**Table 12 - Salary Distribution by Business Sector**

Canada\*

						Salary		Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Mean	Mean Percent Change
Government	41,350	51,000	55,200	60,000	.	7	54,479	2.0%
Academic Institution	46,000	52,883	63,500	84,620	.	8	67,706	-.4%
Other Organizations	27,000	37,500	53,500	58,250	.	6	49,667	2.3%
Primary Responsibility-Reference	41,070	50,755	55,200	65,000	85,096	21	58,143	1.2%

**Table 13 - Salary Distribution by Institution/Industry**

Canada\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
Academic-General Campus	46,000	58,000	71,240	88,665	.	6	71,857	2.6%
Primary Responsibility-Reference	41,070	50,755	55,200	65,000	85,096	21	58,143	1.2%

**Table 14 - Salary Distribution by Institution/Industry  
and Library/ Information Center Annual Budget**

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**Table 15 - Salary Distribution by Union vs. Non-union**

Canada\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
Wages/Salary Set by Collective Bargaining Agreement	41,140	50,755	60,000	72,740	90,996	13	62,154	.9%
Wages/Salary Not Set by Collective Bargaining Agreement	27,000	47,500	55,000	57,150	.	8	51,625	2.0%
Primary Responsibility-Reference	41,070	50,755	55,200	65,000	85,096	21	58,143	1.2%

**Table 16 - Salary Distribution by Number of Years with Present Employer**

Canada\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
3-5 Years	41,000	51,650	58,900	65,000	.	6	57,333	3.3%
Primary Responsibility-Reference	41,070	50,755	55,200	65,000	85,096	21	58,143	1.2%

**Table 17 - Salary Distribution by Number of Employees Supervised or Managed**

Canada\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
None	35,400	46,000	52,000	57,800	78,264	15	53,635	.7%
Primary Responsibility-Reference	41,070	50,755	55,200	65,000	85,096	21	58,143	1.2%

**Table 18 - Salary Distribution by Primary Job Responsibility**

Canada\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
Reference	41,070	50,755	55,200	65,000	85,096	21	58,143	1.2%
Primary Responsibility-Reference	41,070	50,755	55,200	65,000	85,096	21	58,143	1.2%

**Table 19 - Salary Distribution by Job Title**

Canada\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
Librarian/Info Specialist/Researcher	34,000	44,838	55,100	60,500	80,830	14	54,894	1.4%
Primary Responsibility-Reference	41,070	50,755	55,200	65,000	85,096	21	58,143	1.2%

**Table 20 - Salary Distribution by Library or Information Resource Center Setting**

Canada\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
Work in Library or Information Resource Center	41,035	50,633	56,500	65,000	86,048	20	58,450	1.4%
Primary Responsibility-Reference	41,070	50,755	55,200	65,000	85,096	21	58,143	1.2%

**Table 21 - Salary Distribution by Library/ Information Center Annual Budget**

Canada\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
Don't know	29,800	41,350	60,000	68,000	92,328	11	59,546	1.2%
Primary Responsibility-Reference	41,070	50,755	55,200	65,000	85,096	21	58,143	1.2%



**Table 22 - Salary Distribution by Full-time Equivalent Employees in Library/Information Center**

Canada\*

						Number	Salary	Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile		Mean	Mean Percent Change
More than 9	50,510	51,000	65,000	77,480	.	7	65,570	-1.4%
Primary Responsibility-Reference	41,070	50,755	55,200	65,000	85,096	21	58,143	1.2%

**Table 23 - Number and Percentage of Employees by Type of Benefits Provided by Institution Group**

	Total		Benefits provided by primary job					
	Count	Percent	Paid sick leave		Paid personal time off		Paid vacation	
			Cases	Percent	Cases	Percent	Cases	Percent
Federal Government	4	100.0%	4	100.0%	4	100.0%	4	100.0%
Other Government	3	100.0%	3	100.0%	1	33.3%	3	100.0%
Academic-Subj Dept	2	100.0%	2	100.0%	1	50.0%	2	100.0%
Academic-General Campus	7	100.0%	7	100.0%	3	42.9%	7	100.0%
Finance & Insurance; Accounting	1	100.0%	1	100.0%	1	100.0%	1	100.0%
Information Services & Publishing	1	100.0%	1	100.0%			1	100.0%
Professional Services	4	100.0%	4	100.0%	2	50.0%	4	100.0%
Primary Responsibility-Reference	22	100.0%	22	100.0%	12	54.5%	22	100.0%

**Table 23 - Number and Percentage of Employees by Type of Benefits Provided by Institution Group**

	Benefits provided by primary job							
	Medical insurance/group plan		Medical savings account		Dental insurance/group plan		Vision coverage	
	Cases	Percent	Cases	Percent	Cases	Percent	Cases	Percent
Federal Government	4	100.0%			4	100.0%	3	75.0%
Other Government	3	100.0%			3	100.0%	3	100.0%
Academic-Subj Dept	2	100.0%			2	100.0%	2	100.0%
Academic-General Campus	7	100.0%	2	28.6%	7	100.0%	6	85.7%
Finance & Insurance; Accounting	1	100.0%	1	100.0%	1	100.0%	1	100.0%
Information Services & Publishing	1	100.0%			1	100.0%	1	100.0%
Professional Services	4	100.0%			4	100.0%	4	100.0%
Primary Responsibility-Reference	22	100.0%	3	13.6%	22	100.0%	20	90.9%

\*All salaries in Canadian tables are reported in Canadian dollars. The exchange rate on April 1, 2008, was \$1.02 Canadian=\$1 U.S.

**Table 23 - Number and Percentage of Employees by Type of Benefits Provided by Institution Group**

	Benefits provided by primary job							
	Life insurance		Retirement plan		Long-term disability		Short-term disability	
	Cases	Percent	Cases	Percent	Cases	Percent	Cases	Percent
Federal Government	3	75.0%	3	75.0%	2	50.0%	2	50.0%
Other Government	3	100.0%	3	100.0%	3	100.0%	2	66.7%
Academic-Subj Dept	2	100.0%	2	100.0%	2	100.0%	2	100.0%
Academic-General Campus	7	100.0%	7	100.0%	7	100.0%	6	85.7%
Finance & Insurance; Accounting	1	100.0%	1	100.0%	1	100.0%	1	100.0%
Information Services & Publishing	1	100.0%	1	100.0%	1	100.0%	1	100.0%
Professional Services	3	75.0%	3	75.0%	4	100.0%	4	100.0%
Primary Responsibility-Reference	20	90.9%	20	90.9%	20	90.9%	18	81.8%

**Table 23 - Number and Percentage of Employees by Type of Benefits Provided by Institution Group**

	Benefits provided by primary job							
	Child day care		Time off for child or elder care		Employee assistance or wellness program		Profit sharing	
	Cases	Percent	Cases	Percent	Cases	Percent	Cases	Percent
Federal Government			4	100.0%	3	75.0%		
Other Government					2	66.7%		
Academic-Subj Dept					2	100.0%		
Academic-General Campus			3	42.9%	5	71.4%		
Finance & Insurance; Accounting					1	100.0%		
Information Services & Publishing					1	100.0%	1	100.0%
Professional Services			1	25.0%	3	75.0%	1	25.0%
Primary Responsibility-Reference			8	36.4%	17	77.3%	2	9.1%

**Table 23 - Number and Percentage of Employees by Type of Benefits Provided by Institution Group**

	Benefits provided by primary job					
	Education/ professional development assistance		Professional association memberships		Adoption assistance	
	Cases	Percent	Cases	Percent	Cases	Percent
Federal Government	3	75.0%	1	25.0%		
Other Government	1	33.3%	2	66.7%		
Academic-Subj Dept	2	100.0%	1	50.0%		
Academic-General Campus	7	100.0%	3	42.9%		
Finance & Insurance; Accounting	1	100.0%	1	100.0%		
Information Services & Publishing	1	100.0%	1	100.0%		
Professional Services	3	75.0%	4	100.0%		
Primary Responsibility-Reference	18	81.8%	13	59.1%		

**Table 24 - Health Insurance Plan Provided by Institution Group**

	Do you participate in an employee-offered health insurance plan?					
	Yes		No		Not Applicable	
	Count	Percent	Count	Percent	Count	Percent
Federal Government	4	100.0%				
Other Government	1	33.3%	1	33.3%	1	33.3%
Academic-Subj Dept	2	66.7%			1	33.3%
Academic-General Campus	6	85.7%	1	14.3%		
Finance & Insurance; Accounting	1	100.0%				
Information Services & Publishing	1	50.0%			1	50.0%
Professional Services	4	80.0%	1	20.0%		
Total	19	76.0%	3	12.0%	3	12.0%

**Table 25 - Individual Coverage Health Insurance Plan Benefits Provided by Institution Group**

	How much, as a percent of salary, do you contribute towards the premium for health insurance?		How does this percent that you pay compare to the previous year?					
	Count	Mean	Higher		Lower		The same	
			Count	Count Percent	Count	Count Percent	Count	Count Percent
Federal Government	2	1.3%					3	100.0%
Other Government	1	.0%					1	100.0%
Academic-Subj Dept	2	7.5%	1	50.0%	1	50.0%		
Academic-General Campus	4	8.8%					5	100.0%
Finance & Insurance; Accounting	1	30.0%	1	100.0%				
Information Services & Publishing	1	.0%					1	100.0%
Professional Services	4	20.0%					4	100.0%
Total	15	10.8%	2	11.8%	1	5.9%	14	82.4%

**Table 26 - Dependent Coverage Health Insurance Plan Benefits Provided by Institution Group**

	How much, as a percent of salary, do you contribute towards the premium for health insurance?		How does the percent you pay compare to the previous year?	
	Count	Mean	The same	
			Count	Count Percent
Federal Government	2	1.3%	3	100.0%
Other Government	1	.0%	1	100.0%
Academic-General Campus	4	8.8%	5	100.0%
Information Services & Publishing	1	.0%	1	100.0%
Professional Services	3	33.3%	3	100.0%
Total	11	12.5%	13	100.0%

**Table 27 - Total Outlay for Health Insurance Benefits by Institution Group**

	How does your total outlay for health insurance benefits compare to the incremental change in your salary for 2008?					
	Increase in health insurance premium is HIGHER THAN the increase in salary		Increase in health insurance premium is LOWER THAN the increase in salary		Increase in health insurance premium is the SAME as the increase in salary	
	Count	Percent	Count	Percent	Count	Percent
Federal Government					2	100.0%
Other Government			1	100.0%		
Academic-Subj Dept			1	100.0%		
Academic-General Campus	1	20.0%	1	20.0%	3	60.0%
Finance & Insurance; Accounting	1	100.0%				
Information Services & Publishing					1	100.0%
Professional Services			1	25.0%	3	75.0%
Total	2	13.3%	4	26.7%	9	60.0%

**Table 28 - Salary Distribution by Employed/Self-Employed Status**

Canada\*

						Salary		Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Mean	Mean Percent Change
Not Self-employed	41,035	50,633	56,500	65,000	86,048	20	58,300	1.1%
Primary Responsibility-Reference	41,070	50,755	55,200	65,000	85,096	21	58,143	1.2%

**Table 29 - Salary Distribution by Contract Basis at Primary Job**

Canada\*

						Salary		Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Mean	Mean Percent Change
Do Not Work on Contract Basis	41,315	50,878	56,500	65,750	87,666	18	59,944	.8%
Primary Responsibility-Reference	41,070	50,755	55,200	65,000	85,096	21	58,143	1.2%

**Table 30 - Salary Distribution by Number of Part-time Jobs Held**

Canada\*

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**Table 31 - Salary Distribution by Number of Part-time Hours Worked per Week**

Canada\*

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## Table 32 - Salary Distribution by Reasons for Working Part-time

Canada\*

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# CANADA

## **Chapter Five** **General Responsibilities**





**Table 1 - Salary Distribution by Region**

Canada\*

						Salary		Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Mean	Mean Percent Change
Quebec - Postal Codes G, H, and J	42,000	45,100	51,000	70,723	.	8	59,578	1.3%
Ontario - Postal Codes K, L, M, N, and P	46,473	51,025	59,230	72,000	85,000	23	61,114	3.3%
Prairies - Postal Codes R, S, and T	40,000	42,833	46,600	54,000	.	7	48,156	5.0%
British Columbia - Postal Code V	43,500	48,000	58,355	63,000	.	9	58,677	7.7%
Primary Responsibility-General	43,433	49,108	56,750	63,665	85,000	48	58,592	4.0%

**Table 2 - Salary Distribution by Metropolitan Area**

Canada\*

						Salary		Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Mean	Mean Percent Change
Metro Montreal	42,000	42,900	50,000	55,000	.	5	49,160	2.1%
Metro Toronto	46,966	50,769	57,620	60,250	75,563	14	57,842	4.0%
British Columbia	43,500	48,000	58,355	63,000	.	9	58,677	7.7%
Primary Responsibility-General	43,433	49,108	56,750	63,665	85,000	48	58,592	4.0%

**Table 3 - Salary Distribution by Subject Degree Field**

Canada\*

						Salary		Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Mean	Mean Percent Change
Master	42,150	48,375	61,178	77,473	104,674	10	64,868	6.7%
Bachelor	42,833	48,000	56,500	63,829	85,000	29	57,938	2.7%
Some college but no degree	46,000	49,769	55,500	58,432	.	6	54,292	6.5%
Primary Responsibility-General	43,433	49,108	56,750	63,665	85,000	48	58,592	4.0%

**Table 4 - Salary Distribution by Library/Information Science Degree**

Canada\*

						Salary		Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Mean	Mean Percent Change
Master	44,920	50,000	58,800	69,063	86,740	33	61,889	3.8%
Some college but no degree	40,400	42,833	46,000	54,000	59,183	11	48,281	5.2%
Primary Responsibility-General	43,433	49,108	56,750	63,665	85,000	48	58,592	4.0%

**Table 5 - Salary Distribution by Degree Held**

Canada\*

						Salary		Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Mean	Mean Percent Change
English/Literature/ Composition	42,000	44,983	56,000	72,710	.	8	59,972	3.7%
History	43,940	52,000	62,000	72,000	100,077	11	63,273	1.3%
Social Sciences	42,200	45,950	57,178	60,673	66,013	10	54,811	3.1%
Other	43,500	45,625	50,000	57,625	.	8	51,218	3.6%
Primary Responsibility-General	43,433	49,108	56,750	63,665	85,000	48	58,592	4.0%

**Table 6 - Salary Distribution by Years of Library Experience**

Canada\*

						Salary		Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Mean	Mean Percent Change
6-10 Years	44,000	47,000	54,000	61,060	.	8	56,655	6.4%
11-15 Years	42,000	43,167	46,600	61,900	.	9	51,611	2.2%
16-20 Years	40,000	45,875	54,500	69,710	.	8	58,043	3.4%
21-25 Years	50,000	51,625	62,329	81,750	.	8	65,950	1.9%
26 Years or More	51,025	52,500	58,865	64,844	.	8	59,235	4.8%
Primary Responsibility-General	43,433	49,108	56,750	63,665	85,000	48	58,592	4.0%

**Table 7 - Salary Distribution by Years of Total Work Experience**

Canada\*

						Salary		Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Mean	Mean Percent Change
6-10 Years	42,000	47,716	52,000	72,115	.	9	60,974	4.5%
11-15 Years	43,500	43,875	53,678	64,250	.	6	53,976	8.7%
16-20 Years	42,083	45,658	55,400	73,451	86,606	10	58,704	2.5%
21-25 Years	43,800	44,500	56,500	72,000	.	7	59,034	2.4%
26 Years or More	47,000	51,269	58,865	62,494	75,900	16	58,721	3.6%
Primary Responsibility-General	43,433	49,108	56,750	63,665	85,000	48	58,592	4.0%

**Table 8 - Salary Distribution by Gender**

Canada\*

						Number	Salary	Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile		Mean	Mean Percent Change
Female	43,510	49,574	55,250	62,494	85,870	36	58,321	4.0%
Male	42,300	44,500	58,240	72,946	82,993	11	59,171	4.2%
Primary Responsibility-General	43,433	49,108	56,750	63,665	85,000	48	58,592	4.0%

**Table 9 - Salary Distribution by Ethnicity/ Race**

Canada\*

						Number	Salary	Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile		Mean	Mean Percent Change
White	42,900	47,500	57,370	64,750	83,996	40	58,824	4.3%
Primary Responsibility-General	43,433	49,108	56,750	63,665	85,000	48	58,592	4.0%

**Table 10 - Salary Distribution by Number of Employees**

Canada\*

						Number	Salary	Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile		Mean	Mean Percent Change
25-99 Employees	42,833	48,208	54,500	68,860	.	6	58,879	2.4%
100-499 Employees	42,800	45,000	50,000	59,480	91,692	17	56,381	3.4%
10,000 or more Employees	44,500	49,830	61,000	69,665	.	8	60,827	2.5%
Primary Responsibility-General	43,433	49,108	56,750	63,665	85,000	48	58,592	4.0%

**Table 11 - Salary Distribution by Non-profit Status**

Canada\*

						Number	Salary	Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile		Mean	Mean Percent Change
Work in a Non-profit Organization	42,000	49,250	57,620	64,750	76,258	28	58,955	3.7%
Work in a For-profit Organization	44,050	47,608	52,000	62,000	85,000	20	58,085	4.4%
Primary Responsibility-General	43,433	49,108	56,750	63,665	85,000	48	58,592	4.0%

**Table 12 - Salary Distribution by Business Sector**

Canada\*

						Number	Salary	Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile		Mean	Mean Percent Change
Government	40,600	52,060	60,115	64,750	74,359	12	59,033	4.3%
Academic Institution	43,500	46,250	54,000	97,380	.	5	68,252	6.8%
Other Organizations	43,840	47,000	52,000	62,000	82,400	31	56,864	3.4%
Primary Responsibility-General	43,433	49,108	56,750	63,665	85,000	48	58,592	4.0%

**Table 13 - Salary Distribution by Institution/Industry**

Canada\*

						Number	Salary	Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile		Mean	Mean Percent Change
Federal Government	50,000	59,494	64,500	73,451	.	6	64,928	4.7%
Other Government	40,000	41,500	58,298	59,673	.	6	53,138	3.9%
Professional Services - legal	44,000	45,500	59,400	68,860	.	6	60,040	4.6%
Primary Responsibility-General	43,433	49,108	56,750	63,665	85,000	48	58,592	4.0%

**Table 14 - Salary Distribution by Institution/Industry and Library/ Information Center Annual Budget**

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**Table 15 - Salary Distribution by Union vs. Non-union**

Canada\*

						Number	Salary	Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile		Mean	Mean Percent Change
Wages/Salary Set by Collective Bargaining Agreement	41,600	49,500	59,230	68,973	91,692	17	61,671	4.7%
Wages/Salary Not Set by Collective Bargaining Agreement	43,530	46,900	54,250	62,000	83,700	30	57,134	3.6%
Primary Responsibility-General	43,433	49,108	56,750	63,665	85,000	48	58,592	4.0%

**Table 16 - Salary Distribution by Number of Years with Present Employer**

Canada\*

						Salary		Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Mean	Mean Percent Change
Less than Two Years	42,000	43,500	58,355	64,000	.	7	56,578	9.9%
Two Years	44,000	46,500	50,000	63,500	.	5	54,000	3.6%
3-5 Years	46,000	49,432	66,125	85,000	.	7	65,494	6.2%
6-10 Years	42,000	48,300	56,000	58,520	.	9	54,787	2.7%
16-20 Years	40,000	44,500	62,000	85,000	.	7	63,514	2.4%
Primary Responsibility-General	43,433	49,108	56,750	63,665	85,000	48	58,592	4.0%

**Table 17 - Salary Distribution by Number of Employees Supervised or Managed**

Canada\*

						Salary		Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Mean	Mean Percent Change
None	42,950	48,400	54,250	62,750	72,851	30	56,921	3.4%
1-2 Employees	41,750	48,824	56,500	62,994	87,220	14	58,370	6.3%
Primary Responsibility-General	43,433	49,108	56,750	63,665	85,000	48	58,592	4.0%

**Table 18 - Salary Distribution by Primary Job Responsibility**

Canada\*

						Salary		Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Mean	Mean Percent Change
General Responsibilities	43,433	49,108	56,750	63,665	85,000	48	58,592	4.0%
Primary Responsibility-General	43,433	49,108	56,750	63,665	85,000	48	58,592	4.0%

**Table 19 - Salary Distribution by Job Title**

Canada\*

						Salary		Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Mean	Mean Percent Change
Director/Manager	42,583	44,650	60,400	70,250	86,332	16	60,256	4.7%
Librarian/Info Specialist/Researcher	44,000	50,000	56,000	60,000	85,580	27	58,216	3.5%
Primary Responsibility-General	43,433	49,108	56,750	63,665	85,000	48	58,592	4.0%

**Table 20 - Salary Distribution by Library or Information Resource Center Setting**

Canada\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
Work in Library or Information Resource Center	43,100	47,000	54,000	62,000	74,157	43	56,902	3.7%
Do Not Work in Library or Information Resource Center	59,230	59,615	72,000	87,220	.	5	73,134	6.4%
Primary Responsibility-General	43,433	49,108	56,750	63,665	85,000	48	58,592	4.0%

**Table 21 - Salary Distribution by Library/ Information Center Annual Budget**

Canada\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
Under \$25,000	42,000	48,000	58,500	66,987	.	6	57,824	1.2%
\$25,000-\$49,999	42,833	45,200	50,000	56,865	.	9	56,202	3.8%
\$50,000-\$74,999	43,500	49,875	57,428	65,735	.	6	57,996	4.3%
\$100,000-\$249,999	42,000	45,000	57,000	60,400	.	9	53,647	6.2%
Don't know	40,000	43,375	49,716	63,031	.	6	52,010	2.7%
Primary Responsibility-General	43,433	49,108	56,750	63,665	85,000	48	58,592	4.0%

**Table 22 - Salary Distribution by Full-time Equivalent Employees in Library/Information Center**

Canada\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
2 or less	43,500	46,300	56,000	61,500	72,000	29	55,333	3.7%
More than 2 to 4	47,000	49,432	58,000	74,964	.	7	64,037	1.3%
Primary Responsibility-General	43,433	49,108	56,750	63,665	85,000	48	58,592	4.0%

**Table 23 - Number and Percentage of Employees by Type of Benefits Provided by Institution Group**

	Total		Benefits provided by primary job					
	Count	Percent	Paid sick leave		Paid personal time off		Paid vacation	
			Cases	Percent	Cases	Percent	Cases	Percent
Federal Government	6	100.0%	6	100.0%	6	100.0%	6	100.0%
Other Government	6	100.0%	5	83.3%	3	50.0%	6	100.0%
Academic-Subj Dept	2	100.0%	2	100.0%			2	100.0%
Academic-General Campus	3	100.0%	2	66.7%	2	66.7%	3	100.0%
Finance & Insurance; Accounting	8	100.0%	8	100.0%	3	37.5%	8	100.0%
Information Services & Publishing	6	100.0%	5	83.3%	4	66.7%	4	66.7%
Manufacturing and Agriculture	2	100.0%	2	100.0%	1	50.0%	1	50.0%
Professional Services	17	100.0%	17	100.0%	5	29.4%	16	94.1%
Utilities; Transportation; Broadcasting; Movies; Trade	1	100.0%	1	100.0%	1	100.0%	1	100.0%
Other	1	100.0%	1	100.0%	1	100.0%	1	100.0%
Primary Responsibility-General	52	100.0%	49	94.2%	26	50.0%	48	92.3%

**Table 23 - Number and Percentage of Employees by Type of Benefits Provided by Institution Group**

	Benefits provided by primary job							
	Medical insurance/group plan		Medical savings account		Dental insurance/group plan		Vision coverage	
	Cases	Percent	Cases	Percent	Cases	Percent	Cases	Percent
Federal Government	6	100.0%			6	100.0%	6	100.0%
Other Government	5	83.3%			4	66.7%	3	50.0%
Academic-Subj Dept	2	100.0%			1	50.0%	2	100.0%
Academic-General Campus	2	66.7%			3	100.0%	2	66.7%
Finance & Insurance; Accounting	8	100.0%	4	50.0%	8	100.0%	5	62.5%
Information Services & Publishing	4	66.7%	1	16.7%	5	83.3%	4	66.7%
Manufacturing and Agriculture	2	100.0%	1	50.0%	2	100.0%	2	100.0%
Professional Services	16	94.1%	1	5.9%	17	100.0%	10	58.8%
Utilities; Transportation; Broadcasting; Movies; Trade	1	100.0%			1	100.0%	1	100.0%
Other	1	100.0%			1	100.0%	1	100.0%
Primary Responsibility-General	47	90.4%	7	13.5%	48	92.3%	36	69.2%



**Table 23 - Number and Percentage of Employees by Type of Benefits Provided by Institution Group**

	Benefits provided by primary job							
	Life insurance		Retirement plan		Long-term disability		Short-term disability	
	Cases	Percent	Cases	Percent	Cases	Percent	Cases	Percent
Federal Government	5	83.3%	5	83.3%	6	100.0%	4	66.7%
Other Government	3	50.0%	4	66.7%	5	83.3%	4	66.7%
Academic-Subj Dept	2	100.0%	2	100.0%	2	100.0%	2	100.0%
Academic-General Campus	2	66.7%	3	100.0%	2	66.7%	2	66.7%
Finance & Insurance; Accounting	6	75.0%	7	87.5%	7	87.5%	7	87.5%
Information Services & Publishing	3	50.0%	4	66.7%	2	33.3%	2	33.3%
Manufacturing and Agriculture	1	50.0%	2	100.0%	2	100.0%	2	100.0%
Professional Services	10	58.8%	12	70.6%	10	58.8%	15	88.2%
Utilities; Transportation; Broadcasting; Movies; Trade	1	100.0%	1	100.0%	1	100.0%	1	100.0%
Other	1	100.0%	1	100.0%	1	100.0%	1	100.0%
Primary Responsibility-General	34	65.4%	41	78.8%	38	73.1%	40	76.9%

**Table 23 - Number and Percentage of Employees by Type of Benefits Provided by Institution Group**

	Benefits provided by primary job							
	Child day care		Time off for child or elder care		Employee assistance or wellness program		Profit sharing	
	Cases	Percent	Cases	Percent	Cases	Percent	Cases	Percent
Federal Government			5	83.3%	5	83.3%		
Other Government			3	50.0%	4	66.7%		
Academic-Subj Dept			2	100.0%	2	100.0%		
Academic-General Campus			1	33.3%	1	33.3%		
Finance & Insurance; Accounting			5	62.5%	5	62.5%	2	25.0%
Information Services & Publishing			3	50.0%	4	66.7%		
Manufacturing and Agriculture			2	100.0%	1	50.0%		
Professional Services			4	23.5%	7	41.2%	5	29.4%
Utilities; Transportation; Broadcasting; Movies; Trade					1	100.0%		
Other			1	100.0%	1	100.0%		
Primary Responsibility-General			26	50.0%	31	59.6%	7	13.5%

**Table 23 - Number and Percentage of Employees by Type of Benefits Provided by Institution Group**

	Benefits provided by primary job					
	Education/ professional development assistance		Professional association memberships		Adoption assistance	
	Cases	Percent	Cases	Percent	Cases	Percent
Federal Government	3	50.0%	1	16.7%		
Other Government	4	66.7%	5	83.3%	1	16.7%
Academic-Subj Dept	2	100.0%	2	100.0%		
Academic-General Campus	1	33.3%	1	33.3%		
Finance & Insurance; Accounting	6	75.0%	7	87.5%		
Information Services & Publishing	2	33.3%	3	50.0%	1	16.7%
Manufacturing and Agriculture	2	100.0%	2	100.0%		
Professional Services	13	76.5%	14	82.4%		
Utilities; Transportation; Broadcasting; Movies; Trade			1	100.0%		
Other	1	100.0%	1	100.0%		
Primary Responsibility-General	34	65.4%	37	71.2%	2	3.8%

**Table 24 - Health Insurance Plan Provided by Institution Group**

	Do you participate in an employee-offered health insurance plan?					
	Yes		No		Not Applicable	
	Count	Percent	Count	Percent	Count	Percent
Federal Government	5	83.3%	1	16.7%		
Other Government	5	83.3%	1	16.7%		
Academic-Subj Dept	1	33.3%	1	33.3%	1	33.3%
Academic-General Campus	2	66.7%	1	33.3%		
Finance & Insurance; Accounting	7	87.5%	1	12.5%		
Information Services & Publishing	5	83.3%	1	16.7%		
Manufacturing and Agriculture	2	100.0%				
Professional Services	11	61.1%	5	27.8%	2	11.1%
Utilities; Transportation; Broadcasting; Movies; Trade	1	100.0%				
Other	1	50.0%			1	50.0%
Total	40	72.7%	11	20.0%	4	7.3%

**Table 25 - Individual Coverage Health Insurance Plan Benefits  
Provided by Institution Group**

	How much, as a percent of salary, do you contribute towards the premium for health insurance?		How does this percent that you pay compare to the previous year?			
	Count	Mean	Higher		The same	
			Count	Count Percent	Count	Count Percent
Federal Government	4	2.5%	1	25.0%	3	75.0%
Other Government	5	11.6%	1	20.0%	4	80.0%
Academic-Subj Dept	1	.0%			1	100.0%
Academic-General Campus	1	4.0%	1	100.0%		
Finance & Insurance; Accounting	6	36.2%	2	33.3%	4	66.7%
Information Services & Publishing	2	.0%			4	100.0%
Manufacturing and Agriculture	2	.0%			2	100.0%
Professional Services	11	7.3%			10	100.0%
Utilities; Transportation; Broadcasting; Movies; Trade	1	50.0%			1	100.0%
Other	1	50.0%			1	100.0%
Total	34	13.8%	5	14.3%	30	85.7%

**Table 26 - Dependent Coverage Health Insurance Plan  
Benefits Provided by Institution Group**

	How much, as a percent of salary, do you contribute towards the premium for health insurance?		How does the percent you pay compare to the previous year?			
	Count	Mean	Higher		The same	
			Count	Count Percent	Count	Count Percent
Federal Government	3	3.3%	1	33.3%	2	66.7%
Other Government	3	20.0%	1	33.3%	2	66.7%
Academic-Subj Dept	1	.0%			1	100.0%
Finance & Insurance; Accounting	5	43.4%	2	40.0%	3	60.0%
Information Services & Publishing	2	.0%			1	100.0%
Manufacturing and Agriculture	2	.0%			2	100.0%
Professional Services	8	.0%			9	100.0%
Utilities; Transportation; Broadcasting; Movies; Trade	1	50.0%			1	100.0%
Other	1	50.0%			1	100.0%
Total	26	14.9%	4	15.4%	22	84.6%

**Table 27 - Total Outlay for Health Insurance Benefits by Institution Group**

	How does your total outlay for health insurance benefits compare to the incremental change in your salary for 2008?					
	Increase in health insurance premium is HIGHER THAN the increase in salary		Increase in health insurance premium is LOWER THAN the increase in salary		Increase in health insurance premium is the SAME as the increase in salary	
	Count	Percent	Count	Percent	Count	Percent
Federal Government			1	25.0%	3	75.0%
Other Government	3	60.0%			2	40.0%
Academic-Subj Dept					1	100.0%
Academic-General Campus	1	50.0%	1	50.0%		
Finance & Insurance; Accounting	2	40.0%			3	60.0%
Information Services & Publishing			1	33.3%	2	66.7%
Manufacturing and Agriculture					1	100.0%
Professional Services					6	100.0%
Utilities; Transportation; Broadcasting; Movies; Trade					1	100.0%
Other	1	100.0%				
Total	7	24.1%	3	10.3%	19	65.5%

**Table 28 - Salary Distribution by Employed/Self-Employed Status**

Canada\*

						Salary		Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Mean	Mean Percent Change
Not Self-employed	43,367	49,000	56,500	62,658	76,971	47	57,936	4.0%
Primary Responsibility-General	43,433	49,108	56,750	63,665	85,000	48	58,592	4.0%

**Table 29 - Salary Distribution by Contract Basis at Primary Job**

Canada\*

						Salary		Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Mean	Mean Percent Change
Do Not Work on Contract Basis	43,167	47,608	56,250	62,494	79,982	44	57,790	4.1%
Primary Responsibility-General	43,433	49,108	56,750	63,665	85,000	48	58,592	4.0%

**Table 30 - Salary Distribution by Number of Part-time Jobs Held**

Canada\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
Primary Responsibility-General	21,800	40,019	45,760	69,638	.	7	51,629	2.0%

**Table 31 - Salary Distribution by Number of Part-time Hours Worked per Week**

Canada\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
Primary Responsibility-General	21,800	40,019	45,760	69,638	.	7	51,629	2.0%

**Table 32 - Salary Distribution by Reasons for Working Part-time**

Canada\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
Primary Responsibility-General	21,800	40,019	45,760	69,638	.	7	51,629	2.0%

# CANADA

## **Chapter Six** **Technical Services**



**Table 1 - Salary Distribution by Region**

Canada\*

						Salary		Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Mean	Mean Percent Change
Ontario - Postal Codes K, L, M, N, and P	37,731	50,000	55,000	70,871	.	7	57,015	3.7%
Prairies - Postal Codes R, S, and T	45,600	46,907	48,685	71,376	.	5	57,050	16.8%
Primary Responsibility-Tech Services	39,319	48,332	52,000	66,182	82,150	16	56,183	7.1%

**Table 2 - Salary Distribution by Metropolitan Area**

Canada\*

						Salary		Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Mean	Mean Percent Change
Primary Responsibility-Tech Services	39,319	48,332	52,000	66,182	82,150	16	56,183	7.1%

**Table 3 - Salary Distribution by Subject Degree Field**

Canada\*

						Salary		Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Mean	Mean Percent Change
Bachelor	37,731	44,343	52,000	74,186	.	9	60,151	10.3%
Primary Responsibility-Tech Services	39,319	48,332	52,000	66,182	82,150	16	56,183	7.1%

**Table 4 - Salary Distribution by Library/Information Science Degree**

Canada\*

						Salary		Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Mean	Mean Percent Change
Master	48,685	52,000	54,000	70,547	.	8	61,767	9.9%
Primary Responsibility-Tech Services	39,319	48,332	52,000	66,182	82,150	16	56,183	7.1%

**Table 5 - Salary Distribution by Degree Held**

Canada\*

						Salary		Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Mean	Mean Percent Change
Primary Responsibility-Tech Services	39,319	48,332	52,000	66,182	82,150	16	56,183	7.1%



**Table 6 - Salary Distribution by Years of Library Experience**

Canada\*

						Salary		Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Mean	Mean Percent Change
Primary Responsibility-Tech Services	39,319	48,332	52,000	66,182	82,150	16	56,183	7.1%

**Table 7 - Salary Distribution by Years of Total Work Experience**

Canada\*

						Salary		Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Mean	Mean Percent Change
Primary Responsibility-Tech Services	39,319	48,332	52,000	66,182	82,150	16	56,183	7.1%

**Table 8 - Salary Distribution by Gender**

Canada\*

						Salary		Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Mean	Mean Percent Change
Female	41,666	48,567	52,000	69,900	85,250	14	57,566	8.7%
Primary Responsibility-Tech Services	39,319	48,332	52,000	66,182	82,150	16	56,183	7.1%

**Table 9 - Salary Distribution by Ethnicity/ Race**

Canada\*

						Salary		Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Mean	Mean Percent Change
White	42,800	48,567	52,000	59,394	85,250	14	56,452	7.4%
Primary Responsibility-Tech Services	39,319	48,332	52,000	66,182	82,150	16	56,183	7.1%

**Table 10 - Salary Distribution by Number of Employees**

Canada\*

						Salary		Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Mean	Mean Percent Change
Primary Responsibility-Tech Services	39,319	48,332	52,000	66,182	82,150	16	56,183	7.1%

**Table 11 - Salary Distribution by Non-profit Status**

Canada\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
Work in a Non-profit Organization	40,821	48,567	52,500	59,394	70,742	10	54,535	6.8%
Work in a For-profit Organization	37,731	43,633	49,876	81,375	.	6	58,931	7.6%
Primary Responsibility-Tech Services	39,319	48,332	52,000	66,182	82,150	16	56,183	7.1%

**Table 12 - Salary Distribution by Business Sector**

Canada\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
Other Organizations	37,731	47,676	52,000	66,750	.	9	57,398	6.0%
Primary Responsibility-Tech Services	39,319	48,332	52,000	66,182	82,150	16	56,183	7.1%

**Table 13 - Salary Distribution by Institution/Industry**

Canada\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
Primary Responsibility-Tech Services	39,319	48,332	52,000	66,182	82,150	16	56,183	7.1%

**Table 14 - Salary Distribution by Institution/Industry  
and Library/ Information Center Annual Budget**

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**Table 15 - Salary Distribution by Union vs. Non-union**

Canada\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
Wages/Salary Set by Collective Bargaining Agreement	40,000	48,332	52,000	65,432	.	8	54,293	7.9%
Wages/Salary Not Set by Collective Bargaining Agreement	37,731	46,638	52,500	72,125	.	8	58,073	6.4%
Primary Responsibility-Tech Services	39,319	48,332	52,000	66,182	82,150	16	56,183	7.1%

**Table 16 - Salary Distribution by Number of Years with Present Employer**

Canada\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
3-5 Years	37,731	39,433	60,788	72,528	.	6	57,946	3.6%
Primary Responsibility-Tech Services	39,319	48,332	52,000	66,182	82,150	16	56,183	7.1%

**Table 17 - Salary Distribution by Number of Employees Supervised or Managed**

Canada\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
None	37,731	41,400	48,450	51,438	.	8	47,123	10.5%
Primary Responsibility-Tech Services	39,319	48,332	52,000	66,182	82,150	16	56,183	7.1%

**Table 18 - Salary Distribution by Primary Job Responsibility**

Canada\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
Acquisitions, Collection Development	45,600	48,685	50,000	70,871	.	7	56,344	13.8%
Primary Responsibility-Tech Services	39,319	48,332	52,000	66,182	82,150	16	56,183	7.1%

**Table 19 - Salary Distribution by Job Title**

Canada\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
Librarian/Info Specialist/Researcher	45,600	48,450	52,000	55,500	.	9	53,092	8.4%
Primary Responsibility-Tech Services	39,319	48,332	52,000	66,182	82,150	16	56,183	7.1%

**Table 20 - Salary Distribution by Library or Information Resource Center Setting**

Canada\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
Work in Library or Information Resource Center	39,319	48,332	52,000	66,182	82,150	16	56,183	7.1%
Primary Responsibility-Tech Services	39,319	48,332	52,000	66,182	82,150	16	56,183	7.1%

**Table 21 - Salary Distribution by Library/ Information Center Annual Budget**

Canada\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
Primary Responsibility-Tech Services	39,319	48,332	52,000	66,182	82,150	16	56,183	7.1%

**Table 22 - Salary Distribution by Full-time Equivalent Employees in Library/Information Center**

Canada\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
More than 2 to 4	48,214	49,107	55,000	66,750	.	5	57,343	3.7%
More than 9	40,000	46,514	52,500	69,900	.	6	55,689	10.3%
Primary Responsibility-Tech Services	39,319	48,332	52,000	66,182	82,150	16	56,183	7.1%

\*All salaries in Canadian tables are reported in Canadian dollars. The exchange rate on April 1, 2008, was \$1.02 Canadian=\$1 U.S.

**Table 23 - Number and Percentage of Employees by Type of Benefits Provided by Institution Group**

	Total		Benefits provided by primary job					
	Count	Percent	Paid sick leave		Paid personal time off		Paid vacation	
			Cases	Percent	Cases	Percent	Cases	Percent
Federal Government	1	100.0%	1	100.0%	1	100.0%	1	100.0%
Other Government	1	100.0%	1	100.0%			1	100.0%
Public Library-Subj and General								
Academic-Subj Dept	1	100.0%	1	100.0%	1	100.0%	1	100.0%
Academic-General Campus	3	100.0%	3	100.0%	3	100.0%	3	100.0%
Finance & Insurance; Accounting	1	100.0%	1	100.0%	1	100.0%	1	100.0%
Information Services & Publishing	3	100.0%	2	66.7%	1	33.3%	3	100.0%
Manufacturing and Agriculture	2	100.0%	2	100.0%	1	50.0%	2	100.0%
Professional Services	3	100.0%	3	100.0%	1	33.3%	3	100.0%
Primary Responsibility-Tech Services	15	100.0%	14	93.3%	9	60.0%	15	100.0%

**Table 23 - Number and Percentage of Employees by Type of Benefits Provided by Institution Group**

	Benefits provided by primary job							
	Medical insurance/group plan		Medical savings account		Dental insurance/group plan		Vision coverage	
	Cases	Percent	Cases	Percent	Cases	Percent	Cases	Percent
Federal Government	1	100.0%			1	100.0%	1	100.0%
Other Government	1	100.0%			1	100.0%	1	100.0%
Public Library-Subj and General								
Academic-Subj Dept	1	100.0%			1	100.0%	1	100.0%
Academic-General Campus	3	100.0%			3	100.0%	3	100.0%
Finance & Insurance; Accounting	1	100.0%			1	100.0%	1	100.0%
Information Services & Publishing	3	100.0%			3	100.0%	3	100.0%
Manufacturing and Agriculture	2	100.0%	2	100.0%	2	100.0%	2	100.0%
Professional Services	3	100.0%			3	100.0%	3	100.0%
Primary Responsibility-Tech Services	15	100.0%	2	13.3%	15	100.0%	15	100.0%

**Table 23 - Number and Percentage of Employees by Type of Benefits Provided by Institution Group**

	Benefits provided by primary job							
	Life insurance		Retirement plan		Long-term disability		Short-term disability	
	Cases	Percent	Cases	Percent	Cases	Percent	Cases	Percent
Federal Government			1	100.0%	1	100.0%	1	100.0%
Other Government	1	100.0%	1	100.0%	1	100.0%		
Public Library-Subj and General								
Academic-Subj Dept	1	100.0%	1	100.0%	1	100.0%	1	100.0%
Academic-General Campus	3	100.0%	3	100.0%	3	100.0%	3	100.0%
Finance & Insurance; Accounting	1	100.0%	1	100.0%	1	100.0%	1	100.0%
Information Services & Publishing	3	100.0%	1	33.3%	2	66.7%	3	100.0%
Manufacturing and Agriculture	1	50.0%	2	100.0%	2	100.0%	2	100.0%
Professional Services	3	100.0%	1	33.3%	2	66.7%	1	33.3%
Primary Responsibility-Tech Services	13	86.7%	11	73.3%	13	86.7%	12	80.0%

**Table 23 - Number and Percentage of Employees by Type of Benefits Provided by Institution Group**

	Benefits provided by primary job							
	Child day care		Time off for child or elder care		Employee assistance or wellness program		Profit sharing	
	Cases	Percent	Cases	Percent	Cases	Percent	Cases	Percent
Federal Government			1	100.0%	1	100.0%		
Other Government			1	100.0%	1	100.0%		
Public Library-Subj and General								
Academic-Subj Dept					1	100.0%		
Academic-General Campus			1	33.3%	1	33.3%		
Finance & Insurance; Accounting			1	100.0%	1	100.0%		
Information Services & Publishing					2	66.7%		
Manufacturing and Agriculture					2	100.0%	1	50.0%
Professional Services			1	33.3%	3	100.0%	1	33.3%
Primary Responsibility-Tech Services			5	33.3%	12	80.0%	2	13.3%

**Table 23 - Number and Percentage of Employees by Type of Benefits Provided by Institution Group**

	Benefits provided by primary job					
	Education/ professional development assistance		Professional association memberships		Adoption assistance	
	Cases	Percent	Cases	Percent	Cases	Percent
Federal Government	1	100.0%				
Other Government						
Public Library-Subj and General						
Academic-Subj Dept	1	100.0%				
Academic-General Campus	3	100.0%				
Finance & Insurance; Accounting	1	100.0%	1	100.0%		
Information Services & Publishing	1	33.3%	1	33.3%		
Manufacturing and Agriculture	2	100.0%	2	100.0%		
Professional Services	2	66.7%	3	100.0%		
Primary Responsibility-Tech Services	11	73.3%	7	46.7%		

**Table 24 - Health Insurance Plan Provided by Institution Group**

	Do you participate in an employee-offered health insurance plan?					
	Yes		No		Not Applicable	
	Count	Percent	Count	Percent	Count	Percent
Federal Government	1	100.0%				
Other Government					1	100.0%
Public Library-Subj and General			1	100.0%		
Academic-Subj Dept	1	50.0%			1	50.0%
Academic-General Campus	2	50.0%	2	50.0%		
Finance & Insurance; Accounting	1	100.0%				
Information Services & Publishing	3	100.0%				
Manufacturing and Agriculture	2	100.0%				
Professional Services	2	66.7%	1	33.3%		
Total	12	66.7%	4	22.2%	2	11.1%

**Table 25 - Individual Coverage Health Insurance Plan Benefits Provided by Institution Group**

	How much, as a percent of salary, do you contribute towards the premium for health insurance?		How does this percent that you pay compare to the previous year?			
	Count	Mean	Higher		The same	
			Count	Count Percent	Count	Count Percent
Federal Government	0	.			1	100.0%
Academic-Subj Dept	1	.0%			1	100.0%
Academic-General Campus	2	.0%			2	100.0%
Finance & Insurance; Accounting	1	.0%			1	100.0%
Information Services & Publishing	2	13.0%	1	50.0%	1	50.0%
Manufacturing and Agriculture	1	.0%			1	100.0%
Professional Services	1	20.0%			1	100.0%
Total	8	5.8%	1	11.1%	8	88.9%

**Table 26 - Dependent Coverage Health Insurance Plan Benefits Provided by Institution Group**

	How much, as a percent of salary, do you contribute towards the premium for health insurance?		How does the percent you pay compare to the previous year?	
	Count	Mean	The same	
			Count	Count Percent
Academic-Subj Dept	1	.0%	1	100.0%
Academic-General Campus	1	.0%	2	100.0%
Information Services & Publishing	2	10.0%	3	100.0%
Professional Services	1	20.0%	1	100.0%
Total	5	8.0%	7	100.0%



**Table 27 - Total Outlay for Health Insurance Benefits by Institution Group**

	How does your total outlay for health insurance benefits compare to the incremental change in your salary for 2008?			
	Increase in health insurance premium is LOWER THAN the increase in salary		Increase in health insurance premium is the SAME as the increase in salary	
	Count	Percent	Count	Percent
Academic-Subj Dept			1	100.0%
Academic-General Campus	1	50.0%	1	50.0%
Finance & Insurance; Accounting			1	100.0%
Information Services & Publishing	1	33.3%	2	66.7%
Manufacturing and Agriculture	1	100.0%		
Professional Services			1	100.0%
Total	3	33.3%	6	66.7%

**Table 28 - Salary Distribution by Employed/Self-Employed Status**

Canada\*

						Salary		Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Mean	Mean Percent Change
Not Self-employed	39,319	48,332	52,000	66,182	82,150	16	56,183	7.1%
Primary Responsibility-Tech Services	39,319	48,332	52,000	66,182	82,150	16	56,183	7.1%

**Table 29 - Salary Distribution by Contract Basis at Primary Job**

Canada\*

						Salary		Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Mean	Mean Percent Change
Do Not Work on Contract Basis	38,866	47,561	52,500	69,900	85,250	14	57,017	4.2%
Primary Responsibility-Tech Services	39,319	48,332	52,000	66,182	82,150	16	56,183	7.1%

**Table 30 - Salary Distribution by Number of Part-time Jobs Held**

Canada\*

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**Table 31 - Salary Distribution by Number of Part-time Hours Worked per Week**

Canada\*

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Table 32 - Salary Distribution by Reasons for Working Part-time

Canada\*

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# UNITED STATES

## **Chapter Seven All Respondents**



**Table 1 - Salary Distribution by Census Division**

U. S.

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
New England	44,320	56,000	70,378	89,167	107,100	228	74,435	6.0%
Middle Atlantic	45,650	55,000	72,800	93,509	122,000	509	79,125	4.7%
South Atlantic	41,194	51,000	65,000	85,000	110,000	634	72,089	5.9%
East S. Central	39,350	46,125	56,400	73,716	92,733	66	62,062	3.5%
West S. Central	38,000	43,800	56,892	76,000	99,900	150	64,106	5.6%
East N. Central	42,000	51,000	63,000	78,000	95,000	464	66,647	4.9%
West N. Central	36,000	46,393	58,000	74,554	101,270	196	64,075	4.9%
Mountain	36,000	46,000	57,000	70,036	88,800	132	60,613	4.7%
Pacific	47,187	60,000	73,000	91,000	110,155	486	77,359	5.9%
All Respondents	42,000	51,450	66,000	85,000	108,000	2,865	71,812	5.3%

**Table 2 - Salary Distribution by Metropolitan Area**

U. S.

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
Springfield, MA; NH, Provid., RI; Hartford, CT; Portland, ME	36,180	48,620	64,500	76,250	99,459	54	66,772	4.2%
Boston CMSA - incl. Cambridge, Worcester, MA	47,000	56,925	72,000	85,425	102,600	146	74,113	6.8%
New York City CMSA - incl. Princeton; New Haven; Stony Brook	50,000	64,125	81,450	100,000	132,300	368	86,625	4.9%
Albany, NY; Rochester, NY; Binghamton, NY	38,000	46,230	53,000	70,716	83,631	44	57,606	2.1%
Harrisburg, PA; Pittsburgh, PA; University Park, PA	33,720	44,616	52,000	66,500	89,700	42	57,622	3.4%
Philadelphia, CMSA - incl. West Chester, PA; Wilmington, DE	46,460	52,750	69,200	86,000	124,788	85	75,879	6.7%
Washington, DC CMSA - incl. Baltimore, MD; Alexandria, VA	45,360	55,000	72,000	91,000	118,841	375	77,770	6.3%
Richmond, VA; Blacksburg, VA; Morgantown, WV	36,500	49,000	62,250	76,125	105,250	24	65,819	6.8%
NC - incl. Charlotte; Durham; Raleigh; Winston Salem	36,506	44,946	55,525	70,750	94,820	82	63,872	5.0%
SC - incl. Columbia; Charleston	36,000	36,750	48,700	67,000	.	9	66,351	2.2%
GA - incl. Atlanta; Macon	42,300	50,000	64,174	75,000	90,742	55	65,750	5.1%
FL - incl. Tallahassee; Miami; Tampa	37,000	44,000	53,250	69,500	83,144	72	57,760	5.4%
AL - incl. Montgomery; Tuscaloosa	40,000	42,500	72,000	90,000	98,200	11	68,864	6.1%
TN - incl. Nashville; Memphis	42,000	49,500	56,800	75,497	98,924	33	64,868	3.0%
KY - incl. Lexington; Louisville	30,000	39,500	48,772	65,000	80,000	19	55,361	3.5%
Cincinnati CMSA - incl. Newport	41,400	51,942	61,250	87,673	119,650	26	68,814	4.7%
Columbus, OH; Dayton OH	37,700	45,725	60,500	86,750	99,682	36	66,714	5.3%
Cleveland CMSA - incl. Akron	40,400	50,000	63,000	74,200	80,000	35	61,844	5.3%
Indianapolis, IN; West Lafayette, IN	38,600	43,680	55,243	72,000	84,594	31	59,787	3.5%
Detroit CMSA - incl. Ann Arbor, Southfield	42,000	50,500	61,500	70,500	80,000	49	62,209	4.2%
East Lansing, MI; Kalamazoo, MI; Madison, WI	40,500	52,000	57,270	65,000	82,250	34	60,291	3.5%
IA - incl. Des Moines; Ames; Iowa City	28,760	33,900	41,000	67,000	92,600	11	48,691	3.4%
Milwaukee CMSA - incl. Brookfield, WI	39,500	50,500	67,000	78,739	98,698	33	67,427	4.3%
Minneapolis, MN; St. Paul, MN	43,949	50,000	61,000	81,500	109,780	88	69,305	5.2%
Chicago CMSA - incl. Hinsdale, Des Plaines	45,600	55,380	70,000	84,000	100,000	171	72,579	5.0%
Champaign, IL; Springfield, IL	43,050	48,317	59,075	82,154	108,695	26	67,173	7.1%
MO - incl. St. Louis; Kansas City	35,008	48,000	60,000	74,250	98,050	64	63,408	5.2%
KS and NE - incl. Lawrence, KS; Wichita, KS; Omaha, NE	31,200	39,650	53,000	69,000	97,570	29	58,095	3.6%
LA and MS - incl. New Orleans; Baton Rouge; Vicksburg	21,700	38,000	43,100	63,344	95,150	24	53,757	3.3%
OK - incl. Stillwater; Oklahoma City	30,640	36,850	43,000	69,000	97,200	10	52,800	.6%
Dallas CMSA - incl. Irving; Fort Worth	38,050	43,500	56,250	71,320	96,260	36	60,350	7.7%
Houston CMSA - incl. Spring; Sugarland	42,264	51,000	68,000	86,000	108,600	43	71,802	6.2%
Austin, TX; San Antonio, TX; El Paso, TX	39,600	46,461	53,220	77,500	117,374	37	68,586	5.6%
Denver CMSA - incl. Boulder; and Colorado Springs	41,126	52,000	60,528	80,000	94,140	63	65,177	5.1%

**Table 2 - Salary Distribution by Metropolitan Area**

U. S.

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
WY; UT; ND; SD; ID; Eastern WA	32,749	35,341	46,000	68,711	88,878	14	52,955	4.5%
AZ and NV - incl. Phoenix; Tucson; Tempe; Las Vegas	41,120	45,250	54,750	67,197	75,037	36	55,935	3.2%
NM - incl. Albuquerque; Los Alamos	33,964	42,062	57,000	71,150	118,600	17	63,875	7.6%
Los Angeles, CMSA - incl. Pasadena; and Santa Barbara	51,790	61,000	75,000	95,695	114,400	142	79,260	5.1%
San Diego, CA; La Jolla, CA	45,634	56,500	80,301	97,469	105,610	36	79,920	4.7%
San Francisco CMSA - incl. Mountain View; San Jose; Oakland	53,664	65,500	80,000	100,500	120,000	157	85,790	5.6%
Sacramento CMSA - incl. Davis	34,800	60,306	66,250	76,781	107,025	10	68,089	4.2%
HI; AK - incl. Honolulu; Anchorage	38,550	41,608	57,625	74,865	91,000	14	60,274	9.8%
Portland, CMSA - incl. Salem; and Eugene	38,237	45,000	58,216	77,000	94,200	31	61,383	6.9%
Seattle CMSA - incl. Bellevue; Olympia	39,952	50,750	64,073	81,625	100,088	78	66,999	8.1%
All Respondents	42,000	51,450	66,000	85,000	108,000	2,865	71,812	5.3%

**Table 3 - Salary Distribution by Subject Degree Field**

U. S.

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
Doctorate	52,000	60,000	75,000	103,000	150,000	139	88,394	5.1%
6th Year Certificate	30,460	52,000	75,000	87,000	100,920	11	68,552	6.8%
Master	43,000	52,000	68,000	88,000	109,272	927	73,680	5.4%
Bachelor	41,000	50,000	65,000	83,381	104,600	1,629	70,041	5.4%
Associate	36,405	52,250	70,000	82,000	96,054	20	67,311	4.5%
Some college but no degree	38,289	44,000	57,040	71,000	98,624	57	62,852	3.4%
No college	38,000	46,300	55,000	76,750	85,800	45	61,432	5.3%
All Respondents	42,000	51,450	66,000	85,000	108,000	2,865	71,812	5.3%

**Table 4 - Salary Distribution by Library/Information Science Degree**

U. S.

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
Doctorate	65,000	75,000	84,000	138,000	210,000	19	114,303	4.9%
6th Year Certificate	41,100	64,280	75,000	95,194	133,567	21	82,600	4.0%
Master	43,000	52,000	67,000	85,000	107,000	2,439	71,853	5.3%
Bachelor	35,400	50,000	61,000	82,000	114,600	71	70,432	6.8%
Associate	45,450	61,800	71,500	84,393	116,200	18	78,177	5.2%
Some college but no degree	32,000	37,455	46,250	68,375	98,637	116	56,424	5.0%
No college	39,680	51,000	69,700	90,000	120,000	147	76,255	5.4%
All Respondents	42,000	51,450	66,000	85,000	108,000	2,865	71,812	5.3%



**Table 5 - Salary Distribution by Degree Held**

U. S.

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
Biomedical Sciences	42,840	54,425	75,000	99,550	126,500	146	79,992	4.0%
Business, Human Resources, Public Administration	45,000	54,000	67,923	88,872	109,100	288	74,618	5.6%
Communications/Journalism/ Public Relations	43,083	52,000	63,000	80,750	102,526	156	70,473	7.6%
Computer Sciences	42,072	54,000	67,500	94,000	139,325	44	81,126	5.3%
Earth Sciences	34,950	48,725	67,500	85,750	110,705	48	69,343	2.4%
Education	39,610	48,813	67,750	84,604	95,300	226	68,243	4.1%
Engineering	43,680	52,000	64,400	90,000	102,800	23	68,258	5.5%
English/Literature/ Composition	40,000	50,000	65,000	85,000	105,000	560	70,071	5.5%
Fine and Applied Arts	38,500	47,000	62,000	81,770	102,000	179	67,343	6.2%
Foreign Languages/ Culture studies	43,350	53,250	70,000	84,600	105,500	204	73,006	5.7%
General Studies	40,000	49,980	64,073	87,275	117,915	62	71,868	4.6%
History	44,991	52,000	67,000	90,000	111,910	430	73,423	5.4%
Law	48,000	58,216	73,000	93,018	125,253	115	81,973	5.2%
Philosophy, Religion	38,000	49,138	68,625	87,000	109,080	80	73,715	5.7%
Physical Sciences	44,224	52,000	68,000	87,744	125,600	121	76,700	4.3%
Social Sciences	42,640	51,740	65,000	83,600	107,830	459	70,383	5.4%
Other	42,000	50,000	65,000	84,000	110,000	444	71,495	5.5%
All Respondents	42,000	51,450	66,000	85,000	108,000	2,865	71,812	5.3%

**Table 6 - Salary Distribution by Years of Library Experience**

U. S.

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
2 or less	34,932	40,000	47,078	55,000	65,000	228	49,744	7.9%
3-5 Years	36,000	43,000	50,354	62,000	73,000	329	54,364	7.3%
6-10 Years	40,000	47,960	58,000	71,382	82,000	414	60,771	6.4%
11-15 Years	42,900	54,544	68,000	82,000	97,939	404	69,880	5.2%
16-20 Years	48,512	59,538	72,000	87,000	105,210	358	75,989	4.8%
21-25 Years	50,000	62,300	75,400	92,820	119,300	346	80,733	4.5%
26 Years or More	52,680	64,000	83,000	103,000	128,800	751	87,839	4.0%
All Respondents	42,000	51,450	66,000	85,000	108,000	2,865	71,812	5.3%

**Table 7 - Salary Distribution by Years of Total Work Experience**

U. S.

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
2 or less	27,762	41,115	50,000	53,000	61,800	23	47,306	5.5%
3-5 Years	33,600	38,431	47,000	52,500	62,000	89	46,577	8.1%
6-10 Years	37,080	43,000	50,000	60,000	70,271	243	53,060	8.7%
11-15 Years	40,000	47,000	56,440	72,000	85,700	342	61,009	6.5%
16-20 Years	42,000	51,000	64,000	80,000	95,000	378	67,083	5.8%
21-25 Years	42,144	52,363	68,000	84,500	109,200	409	72,556	4.8%
26 Years or More	48,000	60,000	75,000	95,000	119,500	1,364	80,957	4.4%
All Respondents	42,000	51,450	66,000	85,000	108,000	2,865	71,812	5.3%

**Table 8 - Salary Distribution by Gender**

U. S.

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
Female	41,458	51,000	65,000	84,000	107,120	2,286	70,989	5.3%
Male	42,000	52,000	69,000	90,000	112,000	514	75,258	5.5%
All Respondents	42,000	51,450	66,000	85,000	108,000	2,865	71,812	5.3%

**Table 9 - Salary Distribution by Ethnicity/ Race**

U. S.

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
Native American, Alaskan	48,000	54,000	70,605	81,945	113,800	30	73,731	6.1%
Asian, Pacific Islander	41,360	51,001	65,000	81,435	106,000	79	69,782	5.6%
Black	43,150	52,625	64,000	81,500	94,700	92	68,615	5.7%
Hispanic	37,680	49,000	68,000	84,085	128,253	53	72,245	4.8%
White	42,000	51,500	66,560	85,000	108,000	2,528	72,064	5.3%
Other	35,600	46,232	57,148	71,250	99,600	30	63,158	5.2%
All Respondents	42,000	51,450	66,000	85,000	108,000	2,865	71,812	5.3%

**Table 10 - Salary Distribution by Number of Employees**

U. S.

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
One Employee	18,000	30,000	54,400	85,000	156,000	19	65,711	2.8%
2-9 Employees	33,840	46,500	57,000	80,000	120,000	35	68,458	4.8%
10-24 Employees	35,900	44,000	60,000	71,750	100,800	68	62,235	7.1%
25-99 Employees	35,650	43,000	55,000	72,030	89,000	217	61,605	5.8%
100-499 Employees	40,000	48,000	60,100	76,000	92,080	577	64,602	6.0%
500-999 Employees	43,000	52,000	65,000	84,535	105,400	317	72,066	5.3%
1,000-2,499 Employees	43,000	53,500	69,900	89,000	110,000	429	73,732	5.8%
2,500-4,999 Employees	44,461	52,373	68,000	90,584	120,000	309	76,987	4.7%
5,000-9,999 Employees	45,000	55,000	69,882	91,807	113,155	276	77,076	5.7%
10,000 or more Employees	47,963	59,892	74,630	91,000	110,725	604	77,520	4.4%
All Respondents	42,000	51,450	66,000	85,000	108,000	2,865	71,812	5.3%

**Table 11 - Salary Distribution by Non-profit Status**

U. S.

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
Work in a Non-profit Organization	38,690	47,975	60,000	79,200	98,695	1,306	65,727	4.5%
Work in a For-profit Organization	45,500	56,000	71,760	90,000	115,000	1,539	76,953	6.1%
All Respondents	42,000	51,450	66,000	85,000	108,000	2,865	71,812	5.3%

**Table 12 - Salary Distribution by Business Sector**

U. S.

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
Government	41,000	51,001	68,000	90,774	109,000	310	72,612	5.0%
Public Library	30,000	33,459	45,000	59,651	75,600	53	48,196	5.1%
Academic Institution	38,000	45,000	56,000	72,000	90,000	571	62,305	3.9%
Other Organizations	45,000	55,000	70,000	88,000	110,000	1,930	75,084	5.8%
All Respondents	42,000	51,450	66,000	85,000	108,000	2,865	71,812	5.3%

**Table 13 - Salary Distribution by Institution/Industry**

U. S.

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
Federal Government	46,434	58,943	79,000	98,017	117,300	217	80,235	5.2%
Other Government	35,041	45,000	54,000	68,000	80,000	111	56,198	4.2%
Public Library-Subject	28,500	42,822	58,600	66,900	82,800	17	55,328	4.9%
Public Library-General	30,000	32,300	37,544	56,000	75,400	35	44,655	5.3%
Academic-Subj Dept	39,971	47,875	60,096	79,250	101,740	278	67,677	4.5%
Academic-General Campus	37,000	42,217	51,022	65,000	84,000	280	56,098	3.7%
Accounting	50,850	61,075	78,750	103,500	130,750	24	84,484	8.1%
Agriculture, Forest	30,000	37,500	67,000	85,000	.	9	63,200	3.8%
Associations & Labor Unions	39,400	50,625	60,000	72,000	87,325	96	62,471	5.4%
Broadcasting & Telecommunications	43,400	47,268	75,000	95,000	118,000	23	75,039	5.7%
Finance - except insurance	48,750	60,000	74,500	94,000	117,750	94	79,174	5.6%
Finance - insurance carriers, funds, trusts	49,850	59,000	73,500	91,807	100,200	48	75,991	3.5%
Health Care & Social Assistance	42,000	50,345	63,500	79,500	88,223	117	66,478	6.1%
Info Services - consortiums/membership libraries	43,000	44,400	64,500	92,750	113,500	24	69,082	3.9%
Info Services - Information broker, contract search	33,440	48,500	58,120	86,500	118,860	52	74,347	6.6%
Info Services - news syndicates, information providers	38,000	60,000	77,000	98,546	132,000	33	79,998	6.5%
Manufacturing - aerospace products & parts	55,200	62,000	72,000	81,801	95,200	45	72,894	5.4%
Manufacturing - chemical, except pharm. /med. chemical	46,680	55,500	69,000	85,000	105,600	45	71,784	4.0%
Manufacturing - computers & electronic product	49,285	58,050	83,401	105,000	121,058	24	83,257	4.0%
Manufacturing - food, beverage & tobacco	43,600	55,000	69,000	90,000	104,200	26	71,464	7.1%
Manufacturing - miscellaneous	48,000	58,500	78,097	94,325	123,600	40	80,160	7.0%
Manufacturing - mining (including oil/gas), metals/mineral	52,953	57,750	65,000	81,100	104,200	17	71,376	6.9%
Manufacturing - petroleum & coal , plastics & rubber	44,438	58,530	76,000	85,500	140,900	13	79,643	8.8%
Manufacturing - pharmaceuticals & medical chemicals	61,800	75,934	90,979	112,000	135,600	103	95,954	3.6%
Manufacturing - transportation, except aerospace	45,000	52,500	64,000	80,500	.	9	65,359	5.0%
Motion Picture & Sound Recording	48,000	51,000	54,080	70,000	.	7	62,554	4.0%
Museums & Historical Sites	38,000	41,500	48,000	60,300	72,400	29	51,898	4.9%
Professional Services - accounting, tax prep., bookkeeping	41,650	48,500	57,800	81,750	108,670	16	67,744	4.6%
Professional Services - advertising & PR/direct mail	45,381	50,000	67,000	88,000	116,040	35	75,098	6.8%
Professional Services - architectural & engineering design	42,280	47,909	61,034	72,850	84,785	54	62,161	6.1%
Professional Services - computer systems design & mngt	44,750	49,940	72,000	88,000	115,500	24	72,816	7.4%
Professional Services - employee placement, temporary help	44,800	50,000	64,000	78,500	113,000	17	69,594	5.4%
Professional Services - legal	47,100	60,000	74,500	92,759	122,856	421	81,103	6.9%

**Table 13 - Salary Distribution by Institution/Industry**

U. S.

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
Professional Services - mngt., scientific/tech. consulting	51,800	60,764	71,700	90,900	110,000	105	77,398	7.1%
Professional Services - other (market research, translation)	38,300	54,850	71,000	84,000	91,409	26	68,683	7.9%
Professional Services - scientific research & development	45,396	61,000	71,605	92,000	114,000	71	78,411	4.7%
Publishing - newspaper, periodical, book	41,224	53,000	65,000	77,250	103,200	88	69,521	4.5%
Publishing - database, directory, software	47,900	57,425	81,000	100,220	128,400	42	82,496	5.5%
Religious, Grantmaking and Giving, Social Advocacy	37,700	49,750	58,000	68,625	87,000	18	61,282	7.2%
Transportation Services	43,000	44,000	48,000	72,500	.	5	56,200	2.3%
Utilities	33,800	52,000	62,400	75,000	101,680	11	65,481	3.8%
Trade - wholesale and retail	25,000	41,791	56,200	75,750	95,175	14	59,093	6.6%
Other	38,200	52,000	66,950	87,733	102,000	90	71,071	4.2%
All Respondents	42,000	51,450	66,000	85,000	108,000	2,865	71,812	5.3%

Table 14 - Salary Distribution by Institution/Industry and Library/ Information Center Annual Budget

Institution/Current Budget		10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
Federal Government	Under \$25,000	35,000	38,875	65,870	90,519	.	8	66,471	3.6%
	\$25,000-\$49,999	40,000	43,500	50,419	101,860	.	5	68,228	1.1%
	\$50,000-\$74,999	51,500	54,250	58,986	63,000	.	5	58,697	6.1%
	\$100,000-\$249,999	35,776	57,112	72,400	90,900	115,410	20	76,027	5.2%
	\$250,000-\$499,999	55,200	73,791	87,000	95,000	113,400	15	84,574	6.8%
	\$500,000-\$999,999	41,000	70,000	87,779	102,000	110,394	19	86,102	3.8%
	Above \$1,000,000	57,900	72,450	97,468	112,000	130,518	62	95,027	4.7%
	Budgets are not allocated to separate branch or libraries	64,584	73,132	93,200	101,242	.	8	95,269	4.7%
	Don't know	37,750	46,407	60,000	80,495	91,900	50	62,868	6.9%
Other Government	Under \$25,000	33,523	41,505	47,126	57,887	80,591	12	50,536	7.5%
	\$25,000-\$49,999	36,500	46,625	53,250	73,776	.	6	58,017	2.2%
	\$50,000-\$74,999	43,000	49,000	51,750	66,467	.	6	56,576	10.5%
	\$100,000-\$249,999	47,194	49,375	60,210	68,851	83,191	10	60,519	4.7%
	\$250,000-\$499,999	35,000	44,630	51,000	63,250	.	6	52,973	1.3%
	\$500,000-\$999,999	43,000	54,000	59,000	85,000	.	7	67,007	4.5%
	Above \$1,000,000	35,725	56,890	70,000	81,426	94,538	17	67,544	5.3%
	Budgets are not allocated to separate branch or libraries	27,996	31,749	49,500	68,762	.	6	52,891	1.6%
	Don't know	35,006	42,893	49,000	59,113	67,500	24	50,254	4.7%
Public Library-General	\$250,000-\$499,999	23,000	26,500	41,000	50,880	.	5	39,152	18.0%
	Don't know	30,100	31,000	36,000	49,940	58,100	10	39,366	4.0%
Academic-Subj Dept	Under \$25,000	37,360	41,315	48,000	59,000	70,698	15	50,970	2.0%
	\$25,000-\$49,999	45,000	49,500	56,254	59,000	.	7	55,365	1.0%
	\$50,000-\$74,999	44,014	45,535	60,600	65,000	69,800	10	57,784	3.0%
	\$75,000-\$99,999	34,000	52,055	77,500	82,960	.	8	68,003	20.0%
	\$100,000-\$249,999	35,600	43,250	52,500	83,500	112,400	17	64,502	.0%
	\$250,000-\$499,999	37,310	50,475	63,730	85,000	93,960	20	66,996	27.0%
	\$500,000-\$999,999	44,600	56,950	66,500	85,250	99,050	34	71,657	5.9%
	Above \$1,000,000	45,420	57,285	69,825	91,750	129,300	76	79,557	4.0%
	Budgets are not allocated to separate branch or libraries	41,000	43,513	52,113	73,031	.	8	57,298	2.7%
Academic-General Campus	Don't know	33,168	38,802	46,759	59,250	73,740	56	49,884	4.4%
	Under \$25,000	34,300	42,700	52,000	61,816	.	9	52,037	11.6%
	\$25,000-\$49,999	35,000	40,000	53,000	70,409	.	5	54,764	6.2%
	\$75,000-\$99,999	39,500	40,739	50,000	69,200	.	5	53,976	6.0%
	\$100,000-\$249,999	38,000	40,000	48,000	60,100	69,000	19	51,845	4.9%
	\$250,000-\$499,999	40,000	48,000	51,519	65,000	86,897	19	57,741	6.2%
	\$500,000-\$999,999	34,000	39,100	46,000	60,100	67,600	17	48,933	1.2%
	Above \$1,000,000	41,791	48,888	60,000	75,566	97,399	112	64,989	4.1%
	Don't know	33,120	37,937	43,200	53,598	67,250	77	46,364	1.6%
Accounting	Above \$1,000,000	54,000	60,100	80,000	125,000	.	7	93,586	12.4%
	Don't know	48,300	51,650	78,000	79,750	.	5	68,160	8.4%
Associations & Labor Unions	Under \$25,000	36,000	37,625	41,700	54,750	.	8	46,175	3.8%
	\$25,000-\$49,999	41,400	49,150	60,000	67,000	75,720	13	58,469	4.1%
	\$50,000-\$74,999	55,000	57,200	63,000	70,110	85,461	11	66,192	4.7%
	\$100,000-\$249,999	50,000	57,947	70,000	86,848	109,200	19	73,828	3.8%
	\$250,000-\$499,999	45,430	59,250	73,000	86,000	117,500	10	74,014	4.7%
	Don't know	32,754	40,000	45,000	51,125	68,150	10	46,202	13.5%
Broadcasting & Telecommunications	Above \$1,000,000	62,000	79,000	95,000	120,000	.	7	95,314	3.8%
	Don't know	40,000	41,500	44,990	77,569	.	5	56,625	5.6%
Finance - except insurance	\$100,000-\$249,999	48,500	57,125	72,438	88,250	.	6	74,063	5.7%
	\$250,000-\$499,999	60,000	60,000	70,000	90,550	.	7	75,650	3.0%
	\$500,000-\$999,999	61,000	66,625	78,450	94,000	.	6	79,067	3.2%
	Above \$1,000,000	55,785	73,700	106,000	122,500	160,500	18	103,608	3.1%
	Budgets are not allocated to separate branch or libraries	35,700	55,750	79,000	91,013	.	8	74,756	7.6%
Finance - insurance carriers, funds, trusts	Don't know	45,050	49,750	63,750	80,000	88,870	28	65,623	7.7%
	\$100,000-\$249,999	31,700	39,800	57,000	60,750	.	6	52,200	3.4%
	\$500,000-\$999,999	57,144	58,000	75,500	86,700	.	7	74,478	3.9%
	Above \$1,000,000	50,000	67,625	88,000	111,000	.	6	90,917	3.5%
	Budgets are not allocated to separate branch or libraries	69,667	77,417	95,615	105,000	.	6	93,483	4.1%
	Don't know	46,000	47,250	62,800	73,100	.	5	60,700	.2%

Table 14 - Salary Distribution by Institution/Industry and Library/ Information Center Annual Budget

Institution/Current Budget		10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
Health Care & Social Assistance	\$25,000-\$49,999	42,000	46,423	56,500	63,359	.	8	55,104	3.6%
	\$50,000-\$74,999	32,000	52,520	55,000	72,000	.	7	58,024	4.0%
	\$75,000-\$99,999	38,530	46,750	56,017	61,180	81,700	10	56,097	6.2%
	\$100,000-\$249,999	48,211	55,250	61,500	80,500	89,908	24	65,184	4.0%
	\$250,000-\$499,999	45,504	57,000	69,077	73,812	91,725	15	67,388	3.8%
	\$500,000-\$999,999	54,000	80,000	80,000	86,106	.	9	80,425	3.6%
	Above \$1,000,000	24,000	70,124	78,000	125,000	198,400	11	94,090	4.4%
Info Services - consortiums/membership	Don't know	38,060	40,250	49,000	71,000	81,300	12	54,347	11.4%
	Don't know	32,000	41,150	46,400	64,250	.	6	52,000	3.2%
Info Services - Information broker, contract search	Above \$1,000,000	40,000	46,375	50,250	69,180	.	6	58,207	2.2%
	Don't know	24,000	41,115	55,000	69,500	78,400	11	54,201	9.1%
Info Services - news syndicates,	Don't know	37,440	37,720	59,800	73,100	.	5	56,288	11.1%
Manufacturing - aerospace products & parts	\$250,000-\$499,999	49,500	61,000	74,500	92,750	.	8	74,938	4.7%
	\$500,000-\$999,999	48,000	60,591	80,950	91,463	.	6	76,423	5.4%
	Above \$1,000,000	63,500	69,500	76,660	96,750	108,600	10	81,882	4.9%
	Don't know	56,800	62,000	64,000	77,650	86,200	11	68,459	6.7%
Manufacturing - chemical, except pharm./med. chemical	\$100,000-\$249,999	51,000	58,270	69,000	79,000	.	9	67,750	3.3%
	\$250,000-\$499,999	56,000	65,750	71,000	85,350	.	6	73,067	4.4%
	\$500,000-\$999,999	71,000	74,000	89,000	101,000	.	5	87,800	3.8%
	Above \$1,000,000	45,000	52,675	94,000	109,250	.	8	85,113	4.6%
	Don't know	41,640	50,850	55,000	66,690	82,776	10	58,016	3.7%
Manufacturing - computers & electronic	Above \$1,000,000	46,400	63,000	102,000	117,500	146,683	11	93,797	3.8%
Manufacturing - food, beverage & tobacco	\$250,000-\$499,999	55,000	65,000	70,000	99,000	.	7	78,500	6.4%
	Above \$1,000,000	56,500	68,125	88,500	109,500	.	6	88,250	6.8%
Manufacturing - miscellaneous	\$100,000-\$249,999	28,200	66,250	77,250	83,298	.	8	72,606	3.9%
	\$500,000-\$999,999	48,000	56,500	72,000	82,000	.	5	69,800	4.2%
	Above \$1,000,000	45,000	68,520	110,000	127,000	.	9	101,993	9.9%
	Don't know	48,000	49,000	75,000	110,150	.	5	78,660	5.2%
	Above \$1,000,000	55,000	58,375	81,500	104,750	.	6	82,083	7.7%
Manufacturing - mining (including oil/gas), metals/mineral	Don't know	50,000	55,500	62,000	70,000	.	5	62,600	13.8%
	Don't know	50,000	55,500	62,000	70,000	.	5	62,600	13.8%
Manufacturing - pharmaceuticals & medical chemicals	\$500,000-\$999,999	77,160	81,900	107,000	120,368	143,040	13	104,682	2.3%
	Above \$1,000,000	71,520	85,000	106,000	128,500	158,000	41	107,967	4.6%
	Don't know	57,800	63,000	84,600	96,583	110,720	27	81,915	3.3%
Motion Picture & Sound Recording	Don't know	48,000	49,500	54,080	66,200	.	5	57,096	4.2%
Museums & Historical Sites	\$25,000-\$49,999	28,000	34,500	41,000	49,750	.	5	41,900	3.1%
	Don't know	38,304	40,000	47,000	62,400	70,520	11	50,047	3.3%
Professional Services - accounting, tax	Don't know	43,000	48,000	52,500	60,600	.	7	54,114	4.4%
Professional Services - advertising & PR/direct mail	\$100,000-\$249,999	48,000	51,750	65,750	73,750	.	8	67,688	1.1%
	Don't know	46,296	47,475	64,700	80,655	107,000	12	67,735	9.3%
Professional Services - architectural & engineering design	Under \$25,000	35,000	44,000	45,000	65,000	.	7	51,234	7.7%
	\$25,000-\$49,999	40,000	44,500	63,731	73,500	.	5	59,946	11.4%
	\$50,000-\$74,999	47,861	51,430	65,000	84,450	.	5	67,352	4.5%
	\$100,000-\$249,999	33,500	47,750	62,834	76,438	84,113	10	62,379	4.9%
	Budgets are not allocated to separate branch or libraries	47,025	48,000	61,000	76,824	103,380	11	63,820	5.1%
Professional Services - computer	Don't know	44,500	51,370	75,000	77,500	.	5	66,548	6.6%
Professional Services - legal	\$100,000-\$249,999	46,288	50,750	61,200	73,320	87,400	18	63,780	5.0%
	\$250,000-\$499,999	44,200	60,500	72,000	83,550	97,879	45	73,639	6.1%
	\$500,000-\$999,999	54,650	64,250	76,000	100,000	114,415	52	81,777	6.2%
	Above \$1,000,000	57,000	75,000	90,000	120,000	158,000	156	100,575	7.8%
	Budgets are not allocated to separate branch or libraries	47,000	48,500	61,000	83,250	.	5	64,900	4.9%
	Don't know	43,840	52,375	64,750	74,125	85,000	118	64,174	6.9%
Professional Services - mngr., scientific/tech. consulting	Under \$25,000	50,000	55,000	60,000	82,500	.	5	67,000	6.8%
	\$75,000-\$99,999	58,000	61,400	78,000	102,000	.	5	80,960	7.7%
	\$100,000-\$249,999	52,880	61,000	64,000	80,000	112,432	13	73,032	4.4%
	\$500,000-\$999,999	65,000	69,000	79,100	116,000	.	7	87,472	7.5%
	Above \$1,000,000	70,400	82,000	92,000	148,000	160,400	11	103,595	9.7%
	Don't know	54,900	61,250	66,830	73,891	99,000	26	70,465	6.7%
Professional Services - other (market	Don't know	45,000	53,100	64,269	72,750	.	6	62,723	10.5%

**Table 14 - Salary Distribution by Institution/Industry and Library/ Information Center Annual Budget**

Institution/Current Budget		10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
Professional Services - scientific research & development	\$100,000-\$249,999	37,400	54,000	72,756	89,500	95,000	13	70,231	7.6%
	\$250,000-\$499,999	51,766	58,692	67,736	70,875	.	6	65,456	5.0%
	\$500,000-\$999,999	64,000	76,803	90,168	94,859	.	9	88,055	4.5%
	Above \$1,000,000	54,800	70,250	93,000	113,800	165,000	17	98,841	5.5%
	Budgets are not allocated to separate branch or libraries	45,000	45,263	68,000	84,875	.	6	66,808	4.3%
Publishing - newspaper, periodical, book	Don't know	36,000	45,288	62,000	69,600	.	9	59,197	2.7%
	Under \$25,000	30,000	30,248	37,000	55,163	.	6	41,497	1.6%
	\$100,000-\$249,999	52,500	57,450	75,000	84,500	.	5	71,780	2.0%
	\$250,000-\$499,999	50,000	81,000	87,000	103,000	.	7	89,571	4.3%
	\$500,000-\$999,999	49,000	54,500	72,000	103,500	.	5	77,600	4.8%
Other	Above \$1,000,000	31,200	54,378	88,000	110,750	.	8	86,089	2.2%
	Don't know	46,436	53,500	58,295	71,160	75,000	28	60,442	4.8%
	Under \$25,000	30,000	40,000	52,000	85,000	.	7	57,429	6.2%
	\$25,000-\$49,999	19,500	37,635	53,000	63,500	.	6	50,530	3.2%
	\$100,000-\$249,999	32,000	50,000	60,000	96,000	.	7	67,000	2.9%
	\$250,000-\$499,999	35,000	50,950	75,000	82,571	.	5	68,408	6.5%
	\$500,000-\$999,999	38,000	69,125	91,500	103,756	.	6	85,918	3.4%
	Above \$1,000,000	55,200	67,750	89,500	114,625	180,200	12	96,770	8.8%
	Budgets are not allocated to separate branch or libraries	35,000	35,500	46,000	61,000	.	5	47,800	4.7%
Don't know		45,400	55,000	61,000	99,000	134,843	13	76,068	.9%

**Table 15 - Salary Distribution by Union vs. Non-union**

U. S.

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
Wages/Salary Set by Collective Bargaining Agreement	40,000	48,000	60,000	75,000	91,000	227	63,435	3.3%
Wages/Salary Not Set by Collective Bargaining Agreement	42,000	52,000	67,000	85,200	109,090	2,619	72,514	5.5%
All Respondents	42,000	51,450	66,000	85,000	108,000	2,865	71,812	5.3%

**Table 16 - Salary Distribution by Number of Years with Present Employer**

U. S.

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
Less than Two Years	37,000	45,000	54,000	70,000	87,186	463	60,390	8.3%
Two Years	36,952	45,000	55,337	72,000	87,200	268	62,223	6.0%
3-5 Years	40,000	49,000	61,881	80,000	100,000	524	66,972	5.7%
6-10 Years	45,000	54,994	70,000	86,000	108,360	630	73,789	4.6%
11-15 Years	48,851	60,000	72,996	92,200	111,000	309	77,555	4.0%
16-20 Years	52,000	61,000	76,565	95,000	115,000	259	81,669	3.8%
21-25 Years	52,000	63,500	80,700	101,170	121,584	161	85,578	4.2%
26 Years or more	52,520	64,073	84,000	104,364	129,002	181	89,047	3.5%
All Respondents	42,000	51,450	66,000	85,000	108,000	2,865	71,812	5.3%



**Table 17 - Salary Distribution by Number of Employees Supervised or Managed**

U. S.

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
None	39,560	47,292	60,000	74,668	90,000	1,414	62,808	5.2%
1-2 Employees	43,536	53,000	66,000	80,000	95,000	631	68,319	5.2%
3-4 Employees	45,530	59,250	73,850	94,000	107,949	272	76,238	5.4%
5-6 Employees	51,400	68,750	82,000	101,850	123,046	166	85,976	5.2%
7-9 Employees	52,000	68,000	85,000	107,000	129,000	131	89,789	5.6%
10-14 Employees	51,010	65,000	95,000	118,354	146,800	110	95,262	5.9%
15-19 Employees	59,000	68,500	95,500	130,250	153,815	52	102,429	6.6%
20 or more Employees	80,000	92,125	120,000	148,091	200,570	86	126,785	6.3%
All Respondents	42,000	51,450	66,000	85,000	108,000	2,865	71,812	5.3%

**Table 18 - Salary Distribution by Primary Job Responsibility**

U. S.

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
General Responsibilities	40,000	48,000	58,240	72,000	85,997	471	61,146	5.2%
Administrative/Management	56,300	71,000	87,000	110,000	134,000	642	93,587	5.8%
Administrative Support/Clerical	25,387	34,000	40,000	49,000	61,400	31	44,490	3.9%
Abstracting, Indexing, Bibliographic Development	27,700	39,880	70,500	87,369	118,500	14	67,310	2.3%
Acquisitions, Collection Development	37,150	47,000	59,800	68,875	87,742	72	60,475	6.2%
Research Analyst	45,000	56,500	68,000	80,000	101,400	195	70,288	7.4%
Archives, Conservation, Preservation	29,400	35,950	47,000	60,725	79,318	21	49,485	4.7%
Cataloging	33,600	41,500	48,000	62,000	84,500	59	53,148	6.2%
Circulation, Interlibrary Loan	25,989	33,200	39,707	56,368	61,200	23	42,262	2.4%
Computer Systems Specialist, IT Administration	42,170	52,000	62,400	72,910	88,800	27	63,977	2.9%
Alert Services, Current Awareness, Environ Scanning	40,350	64,050	81,535	91,984	123,000	14	79,975	5.6%
Database/Software Design	41,000	62,100	80,000	110,250	.	8	82,425	8.5%
Competitive Intelligence, Bus Research	47,000	57,040	71,500	86,000	106,380	135	76,343	5.0%
Info Product/Database Development	44,000	49,920	65,000	90,000	99,880	31	70,166	6.7%
Intranet/Portal Development, Web Content Mgmt	42,860	52,000	69,500	90,000	108,800	71	72,672	6.0%
Knowledge Management	48,400	62,000	76,000	100,000	137,400	71	85,039	8.3%
Legal Research	46,700	55,000	65,000	79,250	99,200	117	68,820	5.2%
Online/Electronic/Literature Research	47,400	52,982	67,000	82,500	97,600	173	69,815	5.1%
Publishing, Editing, Writing	39,200	50,000	60,000	85,000	126,000	15	68,382	6.9%
Records Management	36,904	47,861	62,000	70,000	89,400	27	61,431	5.8%
Reference	38,500	46,500	55,174	70,000	85,000	315	59,280	4.0%
Subject Specialist	42,650	48,000	57,075	71,012	87,000	104	60,982	2.7%
Teaching for College/University	32,886	59,250	78,000	141,238	180,000	14	91,187	3.5%
Technical Services	41,000	48,500	62,400	71,530	90,168	49	62,536	6.6%
Teacher, User Training	37,300	47,262	60,000	73,500	84,900	40	60,045	4.7%
Vendor/Customer Service, Sales	46,750	60,000	72,000	96,625	127,500	44	78,441	4.8%
Other	37,504	51,625	69,816	97,750	121,440	76	75,628	5.1%
All Respondents	42,000	51,450	66,000	85,000	108,000	2,865	71,812	5.3%

**Table 19 - Salary Distribution by Job Title**

U. S.

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
Chief Info Officer/V.P./ Exec	58,400	90,000	115,000	160,000	225,400	47	125,178	7.4%
Director/Manager	51,000	64,459	82,000	102,000	125,000	931	86,098	5.4%
Asst Mngr./Dept./Section Head	44,000	55,000	68,650	85,000	102,000	327	71,230	4.9%
Librarian/Info Specialist/Researcher	40,750	48,000	58,885	72,000	86,000	1,321	61,718	5.7%
Webmaster	40,800	53,000	63,000	80,000	100,000	31	66,937	2.9%
Support Staff	24,996	32,180	38,181	45,625	62,300	78	40,812	3.4%
Professor/Academic Instructor	41,360	44,000	62,400	84,000	134,338	21	68,734	2.1%
Product Sales Manager/ Rep.	47,000	60,000	72,000	85,000	116,388	33	76,936	3.8%
Owner/ Principal/ Consultant	24,960	44,000	77,500	100,000	137,280	35	78,688	3.9%
Other	31,000	45,000	60,500	75,000	98,917	39	68,461	5.0%
All Respondents	42,000	51,450	66,000	85,000	108,000	2,865	71,812	5.3%

**Table 20 - Salary Distribution by Library or Information Resource Center Setting**

U. S.

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
Work in Library or Information Resource Center	41,500	51,000	65,000	84,585	106,000	2,461	70,942	5.4%
Do Not Work in Library or Information Resource Center	43,271	54,700	71,000	90,500	118,687	393	77,492	5.0%
All Respondents	42,000	51,450	66,000	85,000	108,000	2,865	71,812	5.3%

**Table 21 - Salary Distribution by Library/ Information Center Annual Budget**

U. S.

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
Under \$25,000	35,062	41,086	50,500	60,125	73,000	102	52,859	4.8%
\$25,000-\$49,999	37,850	45,000	53,846	64,000	75,500	88	56,085	6.1%
\$50,000-\$74,999	42,650	52,000	61,100	70,523	86,945	82	62,720	5.3%
\$75,000-\$99,999	41,991	50,025	60,000	80,000	87,000	65	65,144	6.5%
\$100,000-\$249,999	43,572	51,100	64,000	78,000	93,200	253	66,556	4.8%
\$250,000-\$499,999	45,682	56,000	69,486	84,626	97,300	226	70,902	5.2%
\$500,000-\$999,999	48,000	62,000	77,000	94,000	110,000	239	78,519	4.8%
Above \$1,000,000	48,803	60,460	82,000	107,000	132,000	653	88,282	5.6%
Budgets are not allocated to separate branch or libraries	40,500	48,250	61,034	82,650	100,000	104	68,286	6.4%
Don't know	38,000	45,866	56,450	70,000	84,060	638	59,342	5.5%
All Respondents	42,000	51,450	66,000	85,000	108,000	2,865	71,812	5.3%

**Table 22 - Salary Distribution by Full-time Equivalent Employees in Library/Information Center**

U. S.

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
2 or less	40,000	49,125	60,175	75,000	87,659	592	63,107	5.8%
More than 2 to 4	42,000	51,760	65,000	84,000	99,800	401	68,779	5.3%
More than 4 to 9	42,750	53,000	69,000	87,078	109,600	534	72,980	5.6%
More than 9	42,000	52,000	70,000	92,000	121,882	850	76,837	5.3%
All Respondents	42,000	51,450	66,000	85,000	108,000	2,865	71,812	5.3%

**Table 23 - Number and Percentage of Employees by Type of Benefits Provided by Institution Group**

	Total		Benefits provided by primary job					
	Count	Percent	Paid sick leave		Paid personal time off		Paid vacation	
			Cases	Percent	Cases	Percent	Cases	Percent
Federal Government	223	100.0%	205	91.9%	94	42.2%	197	88.3%
Other Government	118	100.0%	116	98.3%	83	70.3%	110	93.2%
Public Library-Subj and General	60	100.0%	58	96.7%	40	66.7%	57	95.0%
Academic-Subj Dept	309	100.0%	289	93.5%	168	54.4%	293	94.8%
Academic-General Campus	298	100.0%	286	96.0%	169	56.7%	277	93.0%
Finance & Insurance; Accounting	310	100.0%	284	91.6%	215	69.4%	295	95.2%
Information Services & Publishing	431	100.0%	390	90.5%	305	70.8%	418	97.0%
Manufacturing and Agriculture	137	100.0%	127	92.7%	104	75.9%	133	97.1%
Professional Services	923	100.0%	827	89.6%	641	69.4%	861	93.3%
Utilities; Transportation; Broadcasting; Movies; Trade	87	100.0%	79	90.8%	63	72.4%	82	94.3%
Associations; Museums; Advocacy, Health Care	13	100.0%	13	100.0%	8	61.5%	13	100.0%
Other	98	100.0%	88	89.8%	75	76.5%	91	92.9%
Total	3,007	100.0%	2,762	91.9%	1,965	65.3%	2,827	94.0%

**Table 23 - Number and Percentage of Employees by Type of Benefits Provided by Institution Group**

	Benefits provided by primary job							
	Medical insurance/group plan		Medical savings account		Dental insurance/group plan		Vision coverage	
	Cases	Percent	Cases	Percent	Cases	Percent	Cases	Percent
Federal Government	212	95.1%	142	63.7%	178	79.8%	149	66.8%
Other Government	114	96.6%	73	61.9%	108	91.5%	93	78.8%
Public Library-Subj and General	53	88.3%	18	30.0%	46	76.7%	36	60.0%
Academic-Subj Dept	297	96.1%	199	64.4%	288	93.2%	224	72.5%
Academic-General Campus	287	96.3%	199	66.8%	271	90.9%	235	78.9%
Finance & Insurance; Accounting	300	96.8%	215	69.4%	283	91.3%	249	80.3%
Information Services & Publishing	425	98.6%	315	73.1%	411	95.4%	341	79.1%
Manufacturing and Agriculture	136	99.3%	119	86.9%	135	98.5%	118	86.1%
Professional Services	894	96.9%	692	75.0%	861	93.3%	722	78.2%
Utilities; Transportation; Broadcasting; Movies; Trade	84	96.6%	63	72.4%	78	89.7%	62	71.3%
Associations; Museums; Advocacy, Health Care	13	100.0%	10	76.9%	13	100.0%	10	76.9%
Other	96	98.0%	65	66.3%	94	95.9%	69	70.4%
Total	2,911	96.8%	2,110	70.2%	2,766	92.0%	2,308	76.8%

**Table 23 - Number and Percentage of Employees by Type of Benefits Provided by Institution Group**

	Benefits provided by primary job							
	Life insurance		Retirement plan		Long-term disability		Short-term disability	
	Cases	Percent	Cases	Percent	Cases	Percent	Cases	Percent
Federal Government	189	84.8%	206	92.4%	127	57.0%	93	41.7%
Other Government	97	82.2%	111	94.1%	75	63.6%	68	57.6%
Public Library-Subj and General	37	61.7%	51	85.0%	24	40.0%	25	41.7%
Academic-Subj Dept	272	88.0%	287	92.9%	214	69.3%	192	62.1%
Academic-General Campus	264	88.6%	275	92.3%	232	77.9%	204	68.5%
Finance & Insurance; Accounting	276	89.0%	279	90.0%	252	81.3%	229	73.9%
Information Services & Publishing	391	90.7%	389	90.3%	350	81.2%	335	77.7%
Manufacturing and Agriculture	132	96.4%	124	90.5%	122	89.1%	123	89.8%
Professional Services	836	90.6%	795	86.1%	750	81.3%	722	78.2%
Utilities; Transportation; Broadcasting; Movies; Trade	78	89.7%	79	90.8%	66	75.9%	66	75.9%
Associations; Museums; Advocacy, Health Care	12	92.3%	11	84.6%	11	84.6%	9	69.2%
Other	82	83.7%	81	82.7%	67	68.4%	66	67.3%
Total	2,666	88.7%	2,688	89.4%	2,290	76.2%	2,132	70.9%

**Table 23 - Number and Percentage of Employees by Type of Benefits Provided by Institution Group**

	Benefits provided by primary job							
	Child day care		Time off for child or elder care		Employee assistance or wellness program		Profit sharing	
	Cases	Percent	Cases	Percent	Cases	Percent	Cases	Percent
Federal Government	32	14.3%	92	41.3%	129	57.8%	8	3.6%
Other Government	8	6.8%	47	39.8%	83	70.3%	1	.8%
Public Library-Subj and General	1	1.7%	19	31.7%	32	53.3%	1	1.7%
Academic-Subj Dept	37	12.0%	117	37.9%	207	67.0%	4	1.3%
Academic-General Campus	52	17.4%	107	35.9%	198	66.4%	10	3.4%
Finance & Insurance; Accounting	41	13.2%	128	41.3%	229	73.9%	93	30.0%
Information Services & Publishing	65	15.1%	165	38.3%	327	75.9%	142	32.9%
Manufacturing and Agriculture	39	28.5%	84	61.3%	122	89.1%	49	35.8%
Professional Services	130	14.1%	345	37.4%	657	71.2%	339	36.7%
Utilities; Transportation; Broadcasting; Movies; Trade	4	4.6%	35	40.2%	59	67.8%	20	23.0%
Associations; Museums; Advocacy, Health Care	2	15.4%	4	30.8%	12	92.3%	5	38.5%
Other	6	6.1%	30	30.6%	60	61.2%	21	21.4%
Total	417	13.9%	1,173	39.0%	2,115	70.3%	693	23.0%

**Table 23 - Number and Percentage of Employees by Type of Benefits Provided by Institution Group**

	Benefits provided by primary job					
	Education/ professional development assistance		Professional association memberships		Adoption assistance	
	Cases	Percent	Cases	Percent	Cases	Percent
Federal Government	126	56.5%	53	23.8%	16	7.2%
Other Government	71	60.2%	56	47.5%	6	5.1%
Public Library-Subj and General	30	50.0%	15	25.0%	1	1.7%
Academic-Subj Dept	230	74.4%	99	32.0%	17	5.5%
Academic-General Campus	229	76.8%	76	25.5%	14	4.7%
Finance & Insurance; Accounting	221	71.3%	246	79.4%	81	26.1%
Information Services & Publishing	336	78.0%	329	76.3%	105	24.4%
Manufacturing and Agriculture	121	88.3%	117	85.4%	54	39.4%
Professional Services	581	62.9%	758	82.1%	141	15.3%
Utilities; Transportation; Broadcasting; Movies; Trade	61	70.1%	64	73.6%	16	18.4%
Associations; Museums; Advocacy, Health Care	12	92.3%	10	76.9%	8	61.5%
Other	69	70.4%	64	65.3%	18	18.4%
Total	2,087	69.4%	1,887	62.8%	477	15.9%

**Table 24 - Health Insurance Plan Provided by Institution Group**

	Do you participate in an employee-offered health insurance plan?					
	Yes		No		Not Applicable	
	Count	Percent	Count	Percent	Count	Percent
Federal Government	187	82.7%	31	13.7%	8	3.5%
Other Government	101	83.5%	15	12.4%	5	4.1%
Public Library-Subj and General	49	71.0%	11	15.9%	9	13.0%
Academic-Subj Dept	270	84.9%	39	12.3%	9	2.8%
Academic-General Campus	258	85.1%	36	11.9%	9	3.0%
Finance & Insurance; Accounting	263	83.8%	47	15.0%	4	1.3%
Information Services & Publishing	387	85.1%	55	12.1%	13	2.9%
Manufacturing and Agriculture	127	90.1%	10	7.1%	4	2.8%
Professional Services	806	85.3%	109	11.5%	30	3.2%
Utilities; Transportation; Broadcasting; Movies; Trade	73	82.0%	13	14.6%	3	3.4%
Associations; Museums; Advocacy, Health Care	12	80.0%	3	20.0%		
Other	88	87.1%	11	10.9%	2	2.0%
Total	2,621	84.6%	380	12.3%	96	3.1%



**Table 25 - Individual Coverage Health Insurance Plan Benefits Provided by Institution Group**

	How much, as a percent of salary, do you contribute towards the premium for health insurance?		How does this percent that you pay compare to the previous year?					
	Count	Mean	Higher		Lower		The same	
			Count	Count Percent	Count	Count Percent	Count	Count Percent
Federal Government	138	24.5%	45	28.5%	2	1.3%	111	70.3%
Other Government	82	11.0%	15	17.6%	5	5.9%	65	76.5%
Public Library-Subj and General	41	14.9%	13	28.3%	6	13.0%	27	58.7%
Academic-Subj Dept	189	16.6%	57	25.1%	13	5.7%	157	69.2%
Academic-General Campus	185	15.2%	50	23.6%	12	5.7%	150	70.8%
Finance & Insurance; Accounting	185	16.4%	67	30.5%	10	4.5%	143	65.0%
Information Services & Publishing	279	16.7%	138	40.7%	15	4.4%	186	54.9%
Manufacturing and Agriculture	78	19.2%	42	40.8%	3	2.9%	58	56.3%
Professional Services	583	15.6%	215	31.4%	41	6.0%	428	62.6%
Utilities; Transportation; Broadcasting; Movies; Trade	57	15.8%	18	29.0%	4	6.5%	40	64.5%
Associations; Museums; Advocacy, Health Care	9	16.8%	2	22.2%	2	22.2%	5	55.6%
Other	65	17.3%	30	39.5%	4	5.3%	42	55.3%
Total	1,891	16.5%	692	31.2%	117	5.3%	1,412	63.6%

**Table 26 - Dependent Coverage Health Insurance Plan Benefits Provided by Institution Group**

	How much, as a percent of salary, do you contribute towards the premium for health insurance?		How does the percent you pay compare to the previous year?					
	Count	Mean	Higher		Lower		The same	
			Count	Count Percent	Count	Count Percent	Count	Count Percent
Federal Government	75	25.6%	17	19.1%	1	1.1%	71	79.8%
Other Government	42	22.9%	5	10.9%	2	4.3%	39	84.8%
Public Library-Subj and General	28	16.8%	8	23.5%	1	2.9%	25	73.5%
Academic-Subj Dept	112	20.7%	34	25.2%	7	5.2%	94	69.6%
Academic-General Campus	101	24.4%	20	16.9%	7	5.9%	91	77.1%
Finance & Insurance; Accounting	112	17.8%	36	28.8%	2	1.6%	87	69.6%
Information Services & Publishing	178	22.3%	82	37.8%	9	4.1%	126	58.1%
Manufacturing and Agriculture	50	19.9%	25	39.7%	1	1.6%	37	58.7%
Professional Services	342	26.9%	118	28.0%	25	5.9%	279	66.1%
Utilities; Transportation; Broadcasting; Movies; Trade	33	18.8%	9	25.0%	1	2.8%	26	72.2%
Associations; Museums; Advocacy, Health Care	6	16.5%			1	16.7%	5	83.3%
Other	31	23.5%	12	36.4%	2	6.1%	19	57.6%
Total	1,110	23.2%	366	27.6%	59	4.5%	899	67.9%

**Table 27 - Total Outlay for Health Insurance Benefits by Institution Group**

	How does your total outlay for health insurance benefits compare to the incremental change in your salary for 2008?					
	Increase in health insurance premium is HIGHER THAN the increase in salary		Increase in health insurance premium is LOWER THAN the increase in salary		Increase in health insurance premium is the SAME as the increase in salary	
	Count	Percent	Count	Percent	Count	Percent
Federal Government	39	25.7%	69	45.4%	44	28.9%
Other Government	16	21.3%	34	45.3%	25	33.3%
Public Library-Subj and General	12	28.6%	14	33.3%	16	38.1%
Academic-Subj Dept	69	32.9%	65	31.0%	76	36.2%
Academic-General Campus	61	31.0%	80	40.6%	56	28.4%
Finance & Insurance; Accounting	55	27.8%	86	43.4%	57	28.8%
Information Services & Publishing	102	33.4%	114	37.4%	89	29.2%
Manufacturing and Agriculture	23	23.7%	45	46.4%	29	29.9%
Professional Services	169	26.6%	269	42.4%	197	31.0%
Utilities; Transportation; Broadcasting; Movies; Trade	11	20.8%	20	37.7%	22	41.5%
Associations; Museums; Advocacy, Health Care	4	44.4%	3	33.3%	2	22.2%
Other	24	34.3%	32	45.7%	14	20.0%
Total	585	28.6%	831	40.7%	627	30.7%

**Table 28 - Salary Distribution by Employed/Self-Employed Status**

U. S.

	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Mean	Mean Percent Change
Self-employed	23,440	35,600	66,560	100,000	196,000	33	83,558	4.3%
Not Self-employed	42,000	51,564	66,022	85,000	108,000	2,812	71,728	5.4%
All Respondents	42,000	51,450	66,000	85,000	108,000	2,865	71,812	5.3%

**Table 29 - Salary Distribution by Contract Basis at Primary Job**

U. S.

	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Mean	Mean Percent Change
Work on Contract Basis	34,650	43,850	54,100	69,925	91,500	204	60,723	5.1%
Do Not Work on Contract Basis	42,500	52,000	68,000	85,528	109,000	2,653	72,589	5.4%
All Respondents	42,000	51,450	66,000	85,000	108,000	2,865	71,812	5.3%

**Table 30 - Salary Distribution by Number of Part-time Jobs Held**

U. S.

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
One	24,798	31,356	44,674	60,740	74,988	190	47,728	3.0%
Two	8,000	24,000	33,928	48,920	69,742	29	38,558	-.6%
Three	7,200	18,900	29,120	47,642	.	9	32,401	1.0%
All Respondents	21,200	30,160	41,600	59,280	74,880	231	45,991	2.5%

**Table 31 - Salary Distribution by Number of Part-time Hours Worked per Week**

U. S.

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
10 or Fewer Hours	7,200	22,880	52,000	62,504	.	7	44,394	3.6%
11-20 Hours	13,900	24,845	33,061	48,100	70,848	58	39,637	1.3%
21-30 Hours	24,934	32,133	43,624	62,228	74,788	106	47,542	3.2%
31 or More Hours	29,088	31,824	47,000	63,000	81,049	58	50,813	2.2%
All Respondents	21,200	30,160	41,600	59,280	74,880	231	45,991	2.5%

**Table 32 - Salary Distribution by Reasons for Working Part-time**

U. S.

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
Respondent's Choice	27,785	33,442	51,413	62,975	77,056	152	51,360	2.8%
Unable to Secure Full-time Work	12,180	27,199	32,854	45,526	69,840	28	36,559	1.7%
Other	11,000	20,800	31,200	43,607	60,320	49	33,101	1.8%
All Respondents	21,200	30,160	41,600	59,280	74,880	231	45,991	2.5%

**Table 33 - Average Hourly Rate for Part-time Employees by Census Division**

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	Work-related earnings/hour 4/1/2008					Mean Percent Change 2007- 2008
	First Quartile 25%	Median 50%	Third Quartile 75%	Number	Mean	
New England	14.40	20.00	29.00	11	22.99	4.5%
Middle Atlantic	16.66	19.50	28.96	14	23.69	4.9%
South Atlantic	14.95	18.20	26.25	18	20.05	3.1%
East N. Central	11.38	18.90	30.25	20	21.19	2.2%
West N. Central	14.00	16.00	26.00	7	17.98	.3%
Pacific	18.58	26.89	36.00	28	28.55	.5%
TOTAL	15.60	20.40	29.00	106	23.52	2.5%

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# UNITED STATES

## **Chapter Eight** **Administrative/Management**



**Table 1 - Salary Distribution by Census Division**

U. S.

						Number	Salary	Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile		Mean	Mean Percent Change
New England	56,880	77,500	92,500	110,000	160,000	53	98,877	6.6%
Middle Atlantic	62,600	82,500	98,500	130,000	172,743	101	109,468	5.6%
South Atlantic	56,997	73,198	87,155	116,250	144,500	144	97,220	5.9%
East S. Central	40,500	49,329	73,811	92,650	114,940	20	74,051	2.9%
West S. Central	40,658	60,750	83,500	98,025	144,360	30	86,528	7.3%
East N. Central	55,938	64,250	75,000	89,803	116,910	108	80,788	5.6%
West N. Central	50,000	62,500	85,677	101,825	117,700	42	83,991	5.0%
Mountain	42,123	61,050	70,200	88,000	105,200	29	73,905	4.4%
Pacific	63,880	81,000	97,000	115,000	132,800	115	98,380	6.4%
Primary Responsibility-Admin/Mgmt	56,300	71,000	87,000	110,000	134,000	642	93,587	5.8%



**Table 2 - Salary Distribution by Metropolitan Area**

U. S.

						Salary		Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Mean	Mean Percent Change
Springfield, MA; NH, Provid., RI; Hartford, CT; Portland, ME	32,300	48,500	92,500	130,000	.	9	89,524	8.8%
Boston CMSA - incl. Cambridge, Worcester, MA	68,100	78,750	91,700	110,000	133,500	38	98,019	6.5%
New York City CMSA - incl. Princeton; New Haven; Stony Brook	76,950	86,000	105,500	143,500	181,100	78	117,481	5.5%
Harrisburg, PA; Pittsburgh, PA; University Park, PA	30,000	46,000	58,818	88,000	.	7	63,403	3.0%
Philadelphia, CMSA - incl. West Chester, PA; Wilmington, DE	55,700	80,000	93,500	129,250	166,901	22	103,677	5.4%
Washington, DC CMSA - incl. Baltimore, MD; Alexandria, VA	70,000	80,000	100,000	120,000	148,000	89	103,336	6.2%
Richmond, VA; Blacksburg, VA; Morgantown, WV	64,000	68,500	79,000	107,863	.	6	89,908	5.5%
NC - incl. Charlotte; Durham; Raleigh; Winston Salem	55,600	63,500	73,812	91,155	128,200	21	89,318	5.8%
GA - incl. Atlanta; Macon	41,000	62,750	80,000	127,500	.	6	93,500	5.2%
FL - incl. Tallahassee; Miami; Tampa	46,100	52,998	73,000	84,551	121,900	16	73,669	4.8%
TN - incl. Nashville; Memphis	41,000	47,160	62,000	92,700	124,962	11	72,015	2.8%
KY - incl. Lexington; Louisville	38,668	46,246	66,907	84,650	.	6	68,642	3.0%
Cincinnati CMSA - incl. Newport	52,000	53,000	63,750	72,500	.	8	69,438	6.9%
Columbus, OH; Dayton OH	60,000	61,000	89,000	99,000	.	7	82,834	8.1%
Cleveland CMSA - incl. Akron	55,602	62,750	74,431	78,500	89,000	10	72,475	5.1%
Indianapolis, IN; West Lafayette, IN	31,000	50,500	69,500	75,143	.	6	63,928	4.7%
Detroit CMSA - incl. Ann Arbor, Southfield	52,000	74,000	78,800	113,000	.	7	87,971	4.2%
East Lansing, MI; Kalamazoo, MI; Madison, WI	60,000	62,250	69,250	81,125	87,830	10	71,090	4.0%
Milwaukee CMSA - incl. Brookfield, WI	69,321	72,250	78,750	95,558	106,440	12	83,300	4.9%
Minneapolis, MN; St. Paul, MN	52,500	70,500	92,158	113,523	128,500	12	92,867	4.3%
Chicago CMSA - incl. Hinsdale, Des Plaines	57,330	71,836	84,085	113,800	128,500	34	89,907	5.1%
Champaign, IL; Springfield, IL	35,000	58,000	82,618	90,000	.	9	80,513	9.5%
MO - incl. St. Louis; Kansas City	50,000	61,000	83,383	100,100	118,000	19	82,536	5.8%
KS and NE - incl. Lawrence, KS; Wichita, KS; Omaha, NE	49,000	61,500	73,216	93,785	.	9	77,449	4.6%
LA and MS - incl. New Orleans; Baton Rouge; Vicksburg	38,000	44,000	59,000	131,650	.	5	82,060	2.9%
Dallas CMSA - incl. Irving; Fort Worth	30,000	61,000	76,000	96,200	.	7	73,337	10.5%
Houston CMSA - incl. Spring; Sugarland	50,660	69,304	95,000	102,000	142,220	11	92,834	8.0%
Austin, TX; San Antonio, TX; El Paso, TX	60,000	65,000	85,000	162,000	.	5	107,800	5.4%
Denver CMSA - incl. Boulder; and Colorado Springs	36,000	59,050	76,000	89,000	98,922	17	73,502	4.2%
AZ and NV - incl. Phoenix; Tucson; Tempe; Las Vegas	64,788	66,394	69,077	80,024	.	5	72,383	2.2%
NM - incl. Albuquerque; Los Alamos	42,123	55,531	68,350	107,650	.	6	76,504	5.3%
Los Angeles, CMSA - incl. Pasadena; and Santa Barbara	60,434	81,826	100,000	115,000	133,000	44	98,410	4.2%
San Diego, CA; La Jolla, CA	96,000	97,000	103,728	112,690	.	5	104,622	3.5%

**Table 2 - Salary Distribution by Metropolitan Area**

U. S.

						Number	Salary	Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile		Mean	Mean Percent Change
San Francisco CMSA - incl. Mountain View; San Jose; Oakland	72,820	82,500	105,000	127,870	149,690	36	107,965	8.9%
Seattle CMSA - incl. Bellevue; Olympia	55,974	75,000	92,000	101,000	112,637	15	87,580	5.9%
Primary Responsibility-Admin/Mgmt	56,300	71,000	87,000	110,000	134,000	642	93,587	5.8%

**Table 3 - Salary Distribution by Subject Degree Field**

U. S.

						Number	Salary	Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile		Mean	Mean Percent Change
Doctorate	68,522	81,500	96,000	132,250	181,900	50	110,457	4.8%
Master	56,360	72,231	89,300	109,773	134,000	232	94,508	5.5%
Bachelor	55,441	70,000	86,500	110,099	130,000	330	91,730	6.2%
Some college but no degree	37,100	53,000	82,232	110,000	129,500	10	82,242	5.9%
Primary Responsibility-Admin/Mgmt	56,300	71,000	87,000	110,000	134,000	642	93,587	5.8%

**Table 4 - Salary Distribution by Library/Information Science Degree**

U. S.

						Number	Salary	Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile		Mean	Mean Percent Change
Doctorate	60,500	72,500	94,253	134,250	289,200	10	115,251	3.4%
6th Year Certificate	59,280	77,140	95,388	171,950	.	5	118,714	2.9%
Master	57,840	72,000	87,500	110,000	130,212	547	92,895	5.9%
Bachelor	41,000	61,575	81,500	118,750	176,784	20	95,902	6.2%
Associate	60,000	61,500	71,000	86,285	.	5	73,314	4.2%
Some college but no degree	36,650	48,000	91,500	117,000	155,800	14	89,728	4.0%
No college	50,272	70,000	90,000	120,000	176,800	31	100,824	7.0%
Primary Responsibility-Admin/Mgmt	56,300	71,000	87,000	110,000	134,000	642	93,587	5.8%

**Table 5 - Salary Distribution by Degree Held**

U. S.

						Salary		Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Mean	Mean Percent Change
Biomedical Sciences	55,734	73,331	96,000	123,500	170,815	33	102,149	4.6%
Business, Human Resources, Public Administration	58,520	70,048	88,000	115,000	151,000	63	94,890	6.9%
Communications/Journalism/ Public Relations	59,600	67,000	77,500	103,000	137,600	35	92,029	6.7%
Computer Sciences	56,000	76,250	85,500	157,091	.	8	124,546	4.5%
Earth Sciences	75,000	84,377	89,250	115,450	.	8	99,639	4.4%
Education	46,634	63,826	84,427	95,750	116,870	60	83,708	4.6%
English/Literature/ Composition	59,496	72,000	86,500	112,056	137,603	132	93,146	5.8%
Fine and Applied Arts	53,800	71,750	85,000	102,000	145,600	37	91,090	6.4%
Foreign Languages/ Culture studies	55,402	73,275	84,000	107,000	133,800	50	92,282	6.7%
General Studies	55,000	88,000	117,368	137,500	182,500	10	115,124	5.2%
History	58,920	75,000	92,000	115,000	132,360	113	95,965	5.4%
Law	66,800	80,900	92,000	122,000	161,543	37	103,089	4.5%
Philosophy, Religion	27,110	44,748	75,000	92,250	236,000	16	92,568	7.0%
Physical Sciences	56,200	72,600	85,192	119,950	194,800	26	105,029	5.2%
Social Sciences	55,997	69,925	86,000	110,546	131,500	114	91,777	6.1%
Other	50,448	62,000	86,000	110,000	134,448	87	91,513	7.2%
Primary Responsibility-Admin/Mgmt	56,300	71,000	87,000	110,000	134,000	642	93,587	5.8%

**Table 6 - Salary Distribution by Years of Library Experience**

U. S.

						Salary		Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Mean	Mean Percent Change
2 or less	35,800	43,788	62,000	97,000	200,200	13	80,712	10.1%
3-5 Years	38,668	50,000	67,500	80,000	100,000	19	73,809	12.3%
6-10 Years	50,600	60,500	73,000	85,500	101,800	53	76,323	8.0%
11-15 Years	50,777	64,250	74,625	95,250	120,600	78	81,866	7.0%
16-20 Years	56,500	74,901	85,523	100,006	120,200	88	88,853	5.3%
21-25 Years	55,442	70,031	85,000	110,750	128,600	100	90,000	5.5%
26 Years or More	68,470	82,000	98,250	120,000	150,000	284	105,160	4.8%
Primary Responsibility-Admin/Mgmt	56,300	71,000	87,000	110,000	134,000	642	93,587	5.8%

**Table 7 - Salary Distribution by Years of Total Work Experience**

U. S.

						Number	Salary	Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile		Mean	Mean Percent Change
6-10 Years	39,135	41,000	75,000	90,000	108,000	11	70,295	5.7%
11-15 Years	47,300	62,500	75,000	89,700	113,000	46	76,508	8.9%
16-20 Years	47,772	60,000	74,250	92,500	118,988	67	79,686	7.0%
21-25 Years	55,200	63,500	80,000	108,500	130,000	77	88,290	6.4%
26 Years or More	62,000	75,750	92,000	115,440	144,000	433	99,295	5.1%
Primary Responsibility-Admin/Mgmt	56,300	71,000	87,000	110,000	134,000	642	93,587	5.8%

**Table 8 - Salary Distribution by Gender**

U. S.

						Number	Salary	Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile		Mean	Mean Percent Change
Female	57,280	70,143	86,350	110,849	134,000	500	93,308	6.0%
Male	51,350	72,200	90,000	109,314	138,700	128	95,704	5.0%
Primary Responsibility-Admin/Mgmt	56,300	71,000	87,000	110,000	134,000	642	93,587	5.8%

**Table 9 - Salary Distribution by Ethnicity/ Race**

U. S.

						Number	Salary	Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile		Mean	Mean Percent Change
Native American, Alaskan	55,000	67,605	71,000	95,500	.	9	82,912	11.0%
Asian, Pacific Islander	45,104	72,400	84,000	110,000	153,241	15	92,422	4.2%
Black	52,000	61,500	84,354	97,000	124,000	21	81,600	6.9%
Hispanic	36,500	57,500	84,085	126,725	136,502	14	90,296	5.5%
White	58,571	72,000	88,000	110,697	135,000	565	94,543	5.7%
Other	52,000	58,000	95,500	111,000	.	6	91,167	10.4%
Primary Responsibility-Admin/Mgmt	56,300	71,000	87,000	110,000	134,000	642	93,587	5.8%

**Table 10 - Salary Distribution by Number of Employees**

U. S.

						Number	Salary	Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile		Mean	Mean Percent Change
2-9 Employees	36,000	48,920	63,700	77,500	104,000	13	64,597	6.2%
10-24 Employees	56,800	60,000	72,000	114,000	129,400	11	84,091	8.7%
25-99 Employees	41,000	60,000	73,500	86,655	120,000	29	80,955	5.7%
100-499 Employees	54,939	68,438	80,750	94,425	119,500	120	84,486	5.9%
500-999 Employees	59,800	69,304	87,000	109,000	147,600	87	94,784	6.2%
1,000-2,499 Employees	54,024	76,500	92,500	113,704	132,000	106	95,297	6.7%
2,500-4,999 Employees	57,140	70,093	90,500	120,570	159,020	86	101,340	5.5%
5,000-9,999 Employees	58,600	70,500	93,000	113,050	146,990	72	99,054	5.8%
10,000 or more Employees	69,908	80,000	95,194	115,125	134,000	118	98,622	4.6%
Primary Responsibility-Admin/Mgmt	56,300	71,000	87,000	110,000	134,000	642	93,587	5.8%

**Table 11 - Salary Distribution by Non-profit Status**

U. S.

						Number	Salary	Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile		Mean	Mean Percent Change
Work in a Non-profit Organization	51,950	63,925	82,000	100,000	125,000	318	85,952	5.1%
Work in a For-profit Organization	64,315	77,000	94,000	118,735	146,800	323	101,198	6.4%
Primary Responsibility-Admin/Mgmt	56,300	71,000	87,000	110,000	134,000	642	93,587	5.8%

**Table 12 - Salary Distribution by Business Sector**

U. S.

						Number	Salary	Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile		Mean	Mean Percent Change
Government	55,292	73,054	91,500	109,750	128,125	88	91,766	4.8%
Public Library	30,230	50,075	68,950	82,076	85,800	10	64,464	8.3%
Academic Institution	45,000	59,000	82,000	98,000	131,060	139	84,146	5.4%
Other Organizations	63,000	74,831	90,000	115,190	137,902	405	97,942	6.1%
Primary Responsibility-Admin/Mgmt	56,300	71,000	87,000	110,000	134,000	642	93,587	5.8%

**Table 13 - Salary Distribution by Institution/Industry**

U. S.

						Number	Salary	Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile		Mean	Mean Percent Change
Federal Government	60,000	80,000	97,517	115,500	143,753	66	100,347	4.8%
Other Government	47,500	56,285	71,600	78,750	95,250	24	69,108	4.8%
Public Library-General	30,000	38,225	62,350	80,076	.	8	60,554	8.8%
Academic-Subj Dept	52,200	68,000	85,000	109,090	140,800	75	93,508	6.3%
Academic-General Campus	41,700	52,000	66,250	87,089	101,118	56	70,941	5.3%
Associations & Labor Unions	57,200	61,000	82,000	96,500	114,193	17	81,442	4.2%
Broadcasting & Telecommunications	96,200	103,100	115,000	122,000	.	5	113,040	5.3%
Finance - except insurance	79,400	83,750	100,000	122,500	160,500	18	106,750	3.8%
Finance - insurance carriers, funds, trusts	73,500	79,432	100,000	120,000	.	8	103,404	4.8%
Health Care & Social Assistance	47,920	59,820	73,369	83,250	117,500	34	77,105	3.7%
Info Services - consortiums/membership libraries	72,000	73,500	95,000	113,500	.	9	93,664	5.5%
Info Services - Information broker, contract search	38,668	54,000	72,000	91,350	.	9	88,452	10.0%
Info Services - news syndicates, information providers	38,000	41,500	73,500	115,000	.	5	77,300	4.6%
Manufacturing - aerospace products & parts	64,788	74,500	93,425	103,750	.	8	89,455	6.9%
Manufacturing - chemical, except pharm. /med. chemical	70,210	75,303	91,000	108,500	.	6	92,535	2.9%
Manufacturing - miscellaneous	65,000	76,125	81,500	111,425	.	8	90,050	3.5%
Manufacturing - pharmaceuticals & medical chemicals	77,403	86,186	113,690	127,750	165,408	26	114,561	4.3%
Professional Services - legal	65,800	80,000	96,460	123,362	165,000	137	106,384	7.3%
Professional Services - mngt., scientific/tech. consulting	60,300	81,000	93,250	123,326	153,400	20	100,663	7.9%
Professional Services - other (market research, translation)	70,000	77,000	84,800	93,864	.	5	85,305	4.2%
Professional Services - scientific research & development	57,373	70,089	89,500	112,550	136,795	16	92,527	5.1%
Publishing - newspaper, periodical, book	48,700	71,750	92,000	111,500	151,400	18	97,167	6.2%
Other	56,720	70,000	89,000	102,000	126,788	25	90,249	4.0%
Primary Responsibility-Admin/Mgmt	56,300	71,000	87,000	110,000	134,000	642	93,587	5.8%

**Table 14 - Salary Distribution by Institution/Industry and Library/ Information Center Annual Budget**

Institution/Current Budget		10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
								Mean	Mean Percent Change
Federal Government	\$100,000-\$249,999	54,500	55,993	80,000	87,600	.	7	82,203	5.9%
	\$250,000-\$499,999	58,000	69,843	92,000	109,250	.	6	89,132	3.7%
	\$500,000-\$999,999	78,000	84,500	96,500	105,941	.	8	95,331	3.8%
	Above \$1,000,000	88,967	98,696	113,500	128,313	159,289	26	114,530	5.4%
	Budgets are not allocated to separate branch or libraries	64,584	72,292	90,000	128,200	.	5	98,197	5.5%
Other Government	Above \$1,000,000	30,626	59,047	77,434	91,750	.	8	74,826	5.1%
Academic-Subj Dept	\$250,000-\$499,999	62,000	82,000	85,000	90,000	.	7	83,453	10.5%
	\$500,000-\$999,999	43,500	71,326	86,350	98,525	134,500	14	87,249	5.6%
	Above \$1,000,000	59,154	72,000	104,000	129,000	149,782	27	103,439	4.0%
	Don't know	36,000	36,000	55,000	74,500	.	5	55,200	9.0%
Academic-General Campus	\$100,000-\$249,999	40,000	52,250	60,050	66,065	.	8	58,420	6.3%
	\$250,000-\$499,999	40,000	50,000	54,890	75,000	.	7	60,570	3.3%
	\$500,000-\$999,999	42,123	47,062	60,000	73,500	.	5	60,225	2.2%
	Above \$1,000,000	53,735	70,000	83,205	98,285	123,661	25	85,721	4.8%
Associations & Labor Unions	\$100,000-\$249,999	60,000	61,500	81,000	110,085	.	6	84,324	4.6%
Finance - except insurance	Above \$1,000,000	76,000	100,000	115,500	135,000	164,000	11	117,773	4.3%
Health Care & Social Assistance	\$100,000-\$249,999	59,280	60,640	62,000	78,158	.	5	67,919	2.7%
	\$250,000-\$499,999	47,840	52,500	65,000	73,369	.	9	64,573	3.8%
	Above \$1,000,000	19,500	67,593	78,331	133,750	203,200	10	95,699	4.4%
Manufacturing - pharmaceuticals & medical chemicals	\$500,000-\$999,999	84,500	88,625	113,868	128,100	.	6	111,773	1.3%
	Above \$1,000,000	78,000	104,062	116,500	130,000	169,013	14	118,730	5.1%
Professional Services - legal	\$250,000-\$499,999	57,000	67,000	80,000	95,500	99,298	11	80,121	5.7%
	\$500,000-\$999,999	65,000	70,000	95,000	104,000	119,000	19	89,304	6.2%
	Above \$1,000,000	75,400	89,000	107,000	131,700	183,800	93	116,792	8.1%
	Don't know	70,000	72,250	82,500	93,000	.	6	85,000	3.8%
Professional Services - mngrt.,	Above \$1,000,000	84,000	84,784	120,250	156,000	.	6	120,924	11.5%
Professional Services - scientific	Above \$1,000,000	85,000	86,000	95,000	117,600	.	7	108,971	5.6%
Publishing - newspaper, periodical, book	\$250,000-\$499,999	50,000	77,000	89,500	109,250	.	6	91,000	4.4%
Other	Above \$1,000,000	67,000	69,250	98,200	150,500	.	6	111,233	7.7%

**Table 15 - Salary Distribution by Union vs. Non-union**

U. S.

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
Wages/Salary Set by Collective Bargaining Agreement	43,100	55,000	85,000	100,000	120,800	31	82,812	6.0%
Wages/Salary Not Set by Collective Bargaining Agreement	58,571	71,171	87,500	111,000	135,000	605	94,311	5.8%
Primary Responsibility-Admin/Mgmt	56,300	71,000	87,000	110,000	134,000	642	93,587	5.8%

**Table 16 - Salary Distribution by Number of Years with Present Employer**

U. S.

						Number	Salary	Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile		Mean	Mean Percent Change
Less than Two Years	44,250	60,000	75,750	110,750	149,500	54	86,335	10.3%
Two Years	44,712	57,836	75,000	86,250	132,738	38	82,097	4.3%
3-5 Years	51,800	66,750	85,000	109,250	134,100	98	91,654	6.8%
6-10 Years	58,380	72,000	90,000	111,328	133,740	150	93,308	6.4%
11-15 Years	60,000	72,000	86,700	112,000	130,000	91	92,808	5.2%
16-20 Years	61,200	80,000	90,000	115,000	140,400	71	99,942	4.1%
21-25 Years	61,600	72,850	90,000	109,514	144,000	57	94,581	4.6%
26 Years or more	71,000	83,000	100,000	117,639	159,280	67	106,660	4.2%
Primary Responsibility-Admin/Mgmt	56,300	71,000	87,000	110,000	134,000	642	93,587	5.8%

**Table 17 - Salary Distribution by Number of Employees Supervised or Managed**

U. S.

						Number	Salary	Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile		Mean	Mean Percent Change
None	41,500	69,400	77,000	105,000	121,990	24	84,317	2.8%
1-2 Employees	50,000	62,750	76,000	88,045	102,000	98	76,468	6.1%
3-4 Employees	56,700	68,000	82,000	95,375	112,000	128	82,600	5.5%
5-6 Employees	56,000	72,906	86,000	102,000	123,122	101	90,490	5.5%
7-9 Employees	55,742	71,500	90,000	113,550	129,500	90	93,578	5.8%
10-14 Employees	58,380	68,625	100,645	121,500	153,600	80	100,345	6.5%
15-19 Employees	60,000	70,750	97,017	132,250	183,135	42	106,166	6.9%
20 or more Employees	80,000	93,250	120,000	148,183	200,380	77	127,176	6.0%
Primary Responsibility-Admin/Mgmt	56,300	71,000	87,000	110,000	134,000	642	93,587	5.8%

**Table 18 - Salary Distribution by Primary Job Responsibility**

U. S.

						Number	Salary	Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile		Mean	Mean Percent Change
Administrative/Management	56,300	71,000	87,000	110,000	134,000	642	93,587	5.8%
Primary Responsibility-Admin/Mgmt	56,300	71,000	87,000	110,000	134,000	642	93,587	5.8%



**Table 19 - Salary Distribution by Job Title**

U. S.

						Number	Salary	Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile		Mean	Mean Percent Change
Chief Info Officer/V.P./ Exec	69,200	90,000	116,600	165,000	228,200	35	132,990	6.4%
Director/Manager	60,000	72,778	89,000	111,000	134,000	485	94,064	5.7%
Asst Mngr./Dept./Section Head	48,518	61,978	80,000	93,425	116,180	97	78,551	5.8%
Librarian/Info Specialist/Researcher	44,260	56,100	71,950	82,000	96,400	17	70,431	9.3%
Primary Responsibility-Admin/Mgmt	56,300	71,000	87,000	110,000	134,000	642	93,587	5.8%

**Table 20 - Salary Distribution by Library or Information Resource Center Setting**

U. S.

						Number	Salary	Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile		Mean	Mean Percent Change
Work in Library or Information Resource Center	56,000	70,167	87,000	110,000	131,880	581	92,957	5.8%
Do Not Work in Library or Information Resource Center	60,800	72,000	90,000	111,552	151,720	57	100,638	5.7%
Primary Responsibility-Admin/Mgmt	56,300	71,000	87,000	110,000	134,000	642	93,587	5.8%

**Table 21 - Salary Distribution by Library/ Information Center Annual Budget**

U. S.

						Number	Salary	Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile		Mean	Mean Percent Change
Under \$25,000	30,000	48,750	60,000	88,364	.	9	65,692	4.0%
\$25,000-\$49,999	30,000	46,625	58,409	63,000	.	8	60,915	11.0%
\$50,000-\$74,999	44,800	61,956	71,760	86,000	98,800	11	72,974	5.3%
\$75,000-\$99,999	37,610	51,600	80,000	84,893	119,300	12	75,278	10.8%
\$100,000-\$249,999	51,700	60,550	72,800	84,000	101,600	61	74,391	5.0%
\$250,000-\$499,999	54,890	65,000	79,500	88,000	100,008	79	78,463	5.2%
\$500,000-\$999,999	60,600	75,000	89,211	102,000	115,800	91	88,995	4.6%
Above \$1,000,000	70,000	84,000	103,364	127,750	160,000	264	108,872	6.3%
Budgets are not allocated to separate branch or libraries	60,600	75,708	91,229	100,000	196,000	15	102,161	6.2%
Don't know	35,800	42,000	69,200	85,000	117,996	27	68,650	6.7%
Primary Responsibility-Admin/Mgmt	56,300	71,000	87,000	110,000	134,000	642	93,587	5.8%

**Table 22 - Salary Distribution by Full-time Equivalent Employees in Library/Information Center**

U. S.

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
2 or less	48,652	57,720	71,671	85,034	102,000	56	73,397	4.9%
More than 2 to 4	52,000	64,000	80,000	92,000	100,000	119	78,743	5.5%
More than 4 to 9	60,000	73,500	88,000	110,000	127,000	175	93,047	6.0%
More than 9	60,838	80,000	98,917	127,000	158,399	227	105,506	6.2%
Primary Responsibility-Admin/Mgmt	56,300	71,000	87,000	110,000	134,000	642	93,587	5.8%

**Table 23 - Number and Percentage of Employees by Type of Benefits Provided by Institution Group**

	Total		Benefits provided by primary job					
	Count	Percent	Paid sick leave		Paid personal time off		Paid vacation	
			Cases	Percent	Cases	Percent	Cases	Percent
Federal Government	66	100.0%	62	93.9%	24	36.4%	61	92.4%
Other Government	24	100.0%	24	100.0%	13	54.2%	23	95.8%
Public Library-Subj and General	10	100.0%	10	100.0%	7	70.0%	10	100.0%
Academic-Subj Dept	78	100.0%	75	96.2%	42	53.8%	75	96.2%
Academic-General Campus	57	100.0%	56	98.2%	36	63.2%	56	98.2%
Finance & Insurance; Accounting	53	100.0%	49	92.5%	41	77.4%	51	96.2%
Information Services & Publishing	88	100.0%	78	88.6%	66	75.0%	83	94.3%
Manufacturing and Agriculture	30	100.0%	26	86.7%	19	63.3%	29	96.7%
Professional Services	217	100.0%	197	90.8%	159	73.3%	206	94.9%
Utilities; Transportation; Broadcasting; Movies; Trade	7	100.0%	6	85.7%	4	57.1%	7	100.0%
Other	26	100.0%	23	88.5%	22	84.6%	25	96.2%
Primary Responsibility-Admin/Mgmt	656	100.0%	606	92.4%	433	66.0%	626	95.4%

**Table 23 - Number and Percentage of Employees by Type of Benefits Provided by Institution Group**

	Benefits provided by primary job							
	Medical insurance/group plan		Medical savings account		Dental insurance/group plan		Vision coverage	
	Cases	Percent	Cases	Percent	Cases	Percent	Cases	Percent
Federal Government	63	95.5%	43	65.2%	48	72.7%	41	62.1%
Other Government	23	95.8%	19	79.2%	22	91.7%	18	75.0%
Public Library-Subj and General	9	90.0%	2	20.0%	9	90.0%	7	70.0%
Academic-Subj Dept	77	98.7%	55	70.5%	74	94.9%	57	73.1%
Academic-General Campus	55	96.5%	34	59.6%	52	91.2%	47	82.5%
Finance & Insurance; Accounting	52	98.1%	33	62.3%	51	96.2%	44	83.0%
Information Services & Publishing	86	97.7%	62	70.5%	85	96.6%	66	75.0%
Manufacturing and Agriculture	29	96.7%	29	96.7%	29	96.7%	24	80.0%
Professional Services	209	96.3%	168	77.4%	208	95.9%	172	79.3%
Utilities; Transportation; Broadcasting; Movies; Trade	7	100.0%	4	57.1%	6	85.7%	3	42.9%
Other	26	100.0%	17	65.4%	26	100.0%	16	61.5%
Primary Responsibility-Admin/Mgmt	636	97.0%	466	71.0%	610	93.0%	495	75.5%

**Table 23 - Number and Percentage of Employees by Type of Benefits Provided by Institution Group**

	Benefits provided by primary job							
	Life insurance		Retirement plan		Long-term disability		Short-term disability	
	Cases	Percent	Cases	Percent	Cases	Percent	Cases	Percent
Federal Government	59	89.4%	63	95.5%	41	62.1%	27	40.9%
Other Government	23	95.8%	23	95.8%	14	58.3%	10	41.7%
Public Library-Subj and General	7	70.0%	9	90.0%	5	50.0%	6	60.0%
Academic-Subj Dept	69	88.5%	74	94.9%	63	80.8%	52	66.7%
Academic-General Campus	52	91.2%	54	94.7%	45	78.9%	35	61.4%
Finance & Insurance; Accounting	51	96.2%	50	94.3%	51	96.2%	44	83.0%
Information Services & Publishing	80	90.9%	81	92.0%	76	86.4%	69	78.4%
Manufacturing and Agriculture	28	93.3%	28	93.3%	29	96.7%	30	100.0%
Professional Services	205	94.5%	186	85.7%	184	84.8%	183	84.3%
Utilities; Transportation; Broadcasting; Movies; Trade	6	85.7%	7	100.0%	4	57.1%	5	71.4%
Other	25	96.2%	24	92.3%	18	69.2%	19	73.1%
Primary Responsibility-Admin/Mgmt	605	92.2%	599	91.3%	530	80.8%	480	73.2%

**Table 23 - Number and Percentage of Employees by Type of Benefits Provided by Institution Group**

	Benefits provided by primary job							
	Child day care		Time off for child or elder care		Employee assistance or wellness program		Profit sharing	
	Cases	Percent	Cases	Percent	Cases	Percent	Cases	Percent
Federal Government	11	16.7%	36	54.5%	43	65.2%		
Other Government	2	8.3%	9	37.5%	18	75.0%		
Public Library-Subj and General			2	20.0%	7	70.0%		
Academic-Subj Dept	12	15.4%	28	35.9%	53	67.9%	2	2.6%
Academic-General Campus	10	17.5%	22	38.6%	43	75.4%	2	3.5%
Finance & Insurance; Accounting	6	11.3%	18	34.0%	46	86.8%	15	28.3%
Information Services & Publishing	19	21.6%	30	34.1%	67	76.1%	23	26.1%
Manufacturing and Agriculture	9	30.0%	22	73.3%	27	90.0%	10	33.3%
Professional Services	38	17.5%	95	43.8%	183	84.3%	90	41.5%
Utilities; Transportation; Broadcasting; Movies; Trade	1	14.3%	4	57.1%	4	57.1%	2	28.6%
Other	1	3.8%	8	30.8%	16	61.5%	2	7.7%
Primary Responsibility-Admin/Mgmt	109	16.6%	274	41.8%	507	77.3%	146	22.3%

**Table 23 - Number and Percentage of Employees by Type of Benefits Provided by Institution Group**

	Benefits provided by primary job					
	Education/professional development assistance		Professional association memberships		Adoption assistance	
	Cases	Percent	Cases	Percent	Cases	Percent
Federal Government	36	54.5%	14	21.2%	4	6.1%
Other Government	14	58.3%	12	50.0%	2	8.3%
Public Library-Subj and General	7	70.0%	4	40.0%		
Academic-Subj Dept	59	75.6%	25	32.1%	2	2.6%
Academic-General Campus	49	86.0%	23	40.4%	2	3.5%
Finance & Insurance; Accounting	41	77.4%	47	88.7%	18	34.0%
Information Services & Publishing	75	85.2%	74	84.1%	20	22.7%
Manufacturing and Agriculture	26	86.7%	28	93.3%	14	46.7%
Professional Services	147	67.7%	199	91.7%	37	17.1%
Utilities; Transportation; Broadcasting; Movies; Trade	4	57.1%	5	71.4%	2	28.6%
Other	23	88.5%	18	69.2%	4	15.4%
Primary Responsibility-Admin/Mgmt	481	73.3%	449	68.4%	105	16.0%

**Table 24 - Health Insurance Plan Provided by Institution Group**

	Do you participate in an employee-offered health insurance plan?					
	Yes		No		Not Applicable	
	Count	Percent	Count	Percent	Count	Percent
Federal Government	57	86.4%	8	12.1%	1	1.5%
Other Government	21	87.5%	3	12.5%		
Public Library-Subj and General	9	90.0%			1	10.0%
Academic-Subj Dept	69	89.6%	7	9.1%	1	1.3%
Academic-General Campus	52	91.2%	5	8.8%		
Finance & Insurance; Accounting	44	83.0%	9	17.0%		
Information Services & Publishing	79	88.8%	10	11.2%		
Manufacturing and Agriculture	28	93.3%	1	3.3%	1	3.3%
Professional Services	190	87.6%	26	12.0%	1	.5%
Utilities; Transportation; Broadcasting; Movies; Trade	6	85.7%	1	14.3%		
Other	24	92.3%	2	7.7%		
Total	579	88.3%	72	11.0%	5	.8%

**Table 25 - Individual Coverage Health Insurance Plan Benefits Provided by Institution Group**

	How much, as a percent of salary, do you contribute towards the premium for health insurance?		How does this percent that you pay compare to the previous year?					
	Count	Mean	Higher		Lower		The same	
			Count	Percent	Count	Percent	Count	Percent
Federal Government	45	26.7%	17	34.0%	1	2.0%	32	64.0%
Other Government	19	13.3%	1	5.6%	2	11.1%	15	83.3%
Public Library-Subj and General	8	17.5%	1	12.5%	2	25.0%	5	62.5%
Academic-Subj Dept	50	16.4%	14	23.7%	3	5.1%	42	71.2%
Academic-General Campus	39	15.7%	11	25.6%	2	4.7%	30	69.8%
Finance & Insurance; Accounting	32	16.7%	15	37.5%	1	2.5%	24	60.0%
Information Services & Publishing	61	16.1%	27	40.3%			40	59.7%
Manufacturing and Agriculture	18	25.9%	14	53.8%			12	46.2%
Professional Services	141	15.9%	62	36.9%	4	2.4%	102	60.7%
Utilities; Transportation; Broadcasting; Movies; Trade	5	28.0%	2	40.0%			3	60.0%
Other	19	21.1%	9	39.1%	1	4.3%	13	56.5%
Total	437	17.8%	173	34.1%	16	3.2%	318	62.7%

**Table 26 - Dependent Coverage Health Insurance Plan Benefits Provided by Institution Group**

	How much, as a percent of salary, do you contribute towards the premium for health insurance?		How does the percent you pay compare to the previous year?					
	Count	Mean	Higher		Lower		The same	
			Count	Percent	Count	Percent	Count	Percent
Federal Government	26	26.8%	6	20.0%	1	3.3%	23	76.7%
Other Government	11	28.2%	2	16.7%	1	8.3%	9	75.0%
Public Library-Subj and General	7	24.3%	1	14.3%			6	85.7%
Academic-Subj Dept	25	16.8%	7	21.2%	2	6.1%	24	72.7%
Academic-General Campus	23	28.1%	6	22.2%	2	7.4%	19	70.4%
Finance & Insurance; Accounting	21	17.6%	8	36.4%			14	63.6%
Information Services & Publishing	45	22.2%	20	37.7%			33	62.3%
Manufacturing and Agriculture	13	27.6%	7	43.8%			9	56.3%
Professional Services	91	32.4%	34	32.4%	5	4.8%	66	62.9%
Utilities; Transportation; Broadcasting; Movies; Trade	3	31.7%	2	66.7%			1	33.3%
Other	9	19.4%	2	20.0%	1	10.0%	7	70.0%
Total	274	26.2%	95	29.9%	12	3.8%	211	66.4%

**Table 27 - Total Outlay for Health Insurance Benefits by Institution Group**

	How does your total outlay for health insurance benefits compare to the incremental change in your salary for 2008?					
	Increase in health insurance premium is HIGHER THAN the increase in salary		Increase in health insurance premium is LOWER THAN the increase in salary		Increase in health insurance premium is the SAME as the increase in salary	
	Count	Percent	Count	Percent	Count	Percent
Federal Government	12	23.5%	25	49.0%	14	27.5%
Other Government	4	23.5%	8	47.1%	5	29.4%
Public Library-Subj and General	4	50.0%	3	37.5%	1	12.5%
Academic-Subj Dept	19	32.8%	18	31.0%	21	36.2%
Academic-General Campus	14	33.3%	16	38.1%	12	28.6%
Finance & Insurance; Accounting	9	28.1%	15	46.9%	8	25.0%
Information Services & Publishing	21	33.3%	22	34.9%	20	31.7%
Manufacturing and Agriculture	4	17.4%	14	60.9%	5	21.7%
Professional Services	44	27.3%	78	48.4%	39	24.2%
Utilities; Transportation; Broadcasting; Movies; Trade	1	20.0%	1	20.0%	3	60.0%
Other	7	33.3%	10	47.6%	4	19.0%
Total	139	28.9%	210	43.7%	132	27.4%

**Table 28 - Salary Distribution by Employed/Self-Employed Status**

U. S.

						Salary		Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Mean	Mean Percent Change
Not Self-employed	57,120	71,760	87,000	110,000	134,000	635	93,530	5.8%
Primary Responsibility-Admin/Mgmt	56,300	71,000	87,000	110,000	134,000	642	93,587	5.8%

**Table 29 - Salary Distribution by Contract Basis at Primary Job**

U. S.

						Salary		Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Mean	Mean Percent Change
Work on Contract Basis	40,200	56,000	68,000	91,000	112,258	31	73,041	4.5%
Do Not Work on Contract Basis	58,756	72,000	88,100	111,000	135,000	608	94,615	5.9%
Primary Responsibility-Admin/Mgmt	56,300	71,000	87,000	110,000	134,000	642	93,587	5.8%

**Table 30 - Salary Distribution by Number of Part-time Jobs Held**

U. S.

						Salary		Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Mean	Mean Percent Change
One	29,762	47,865	60,180	75,488	89,232	16	60,092	4.6%
Primary Responsibility-Admin/Mgmt	32,728	48,577	58,000	74,474	88,608	17	59,498	4.7%

**Table 31 - Salary Distribution by Number of Part-time Hours Worked per Week**

U. S.

						Salary		Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Mean	Mean Percent Change
21-30 Hours	41,600	50,000	62,360	69,617	.	9	59,744	3.6%
Primary Responsibility-Admin/Mgmt	32,728	48,577	58,000	74,474	88,608	17	59,498	4.7%

**Table 32 - Salary Distribution by Reasons for Working Part-time**

U. S.

						Salary		Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Mean	Mean Percent Change
Respondent's Choice	40,130	49,288	60,180	73,460	86,680	14	61,348	4.2%
Primary Responsibility-Admin/Mgmt	32,728	48,577	58,000	74,474	88,608	17	59,498	4.7%

**Table 33 - Average Hourly Rate for Part-time Employees by Census Division**

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	Work-related earnings/hour 4/1/2008					Mean Percent Change 2007- 2008
	First Quartile 25%	Median 50%	Third Quartile 75%	Number	Mean	
TOTAL	27.42	36.78	43.50	5	35.72	4.7%

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# UNITED STATES

## **Chapter Nine** **CI/Research**



**Table 1 - Salary Distribution by Census Division**

U. S.

						Salary		Percent change
	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
New England	47,000	61,000	75,000	85,000	102,000	49	74,229	7.2%
Middle Atlantic	49,200	62,100	72,000	88,500	107,000	101	76,174	5.8%
South Atlantic	47,300	54,000	64,650	80,000	99,737	92	69,508	6.5%
East S. Central	45,200	49,250	54,000	69,750	100,200	10	60,304	5.3%
West S. Central	39,200	46,650	55,000	79,000	110,888	25	65,795	8.8%
East N. Central	45,050	55,000	65,000	80,250	94,909	110	67,912	4.0%
West N. Central	40,500	55,625	66,000	72,750	110,000	34	69,298	7.0%
Mountain	41,522	48,750	61,000	82,650	109,900	16	68,958	4.8%
Pacific	47,310	60,000	70,226	90,338	108,000	66	78,595	6.5%
Primary Responsibility-CI/Research	46,400	55,800	69,000	83,000	101,600	503	71,751	5.9%

**Table 2 - Salary Distribution by Metropolitan Area**

U. S.

						Salary		Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Mean	Mean Percent Change
Springfield, MA; NH, Provid., RI; Hartford, CT; Portland, ME	57,000	66,750	75,438	92,875	.	6	77,729	7.1%
Boston CMSA - incl. Cambridge, Worcester, MA	46,250	59,250	73,500	82,750	93,320	36	70,794	7.9%
New York City CMSA - incl. Princeton; New Haven; Stony Brook	55,800	65,000	75,000	94,000	110,000	83	80,225	5.4%
Albany, NY; Rochester, NY; Binghamton, NY	32,100	40,500	51,000	64,000	71,500	10	52,400	3.0%
Harrisburg, PA; Pittsburgh, PA; University Park, PA	45,895	64,948	89,000	103,675	.	5	85,249	3.0%
Philadelphia, CMSA - incl. West Chester, PA; Wilmington, DE	48,150	52,500	70,600	87,500	106,780	12	73,425	10.2%
Washington, DC CMSA - incl. Baltimore, MD; Alexandria, VA	48,000	58,000	67,000	81,850	107,000	49	74,558	7.0%
NC - incl. Charlotte; Durham; Raleigh; Winston Salem	35,592	50,000	54,000	56,000	66,010	11	53,275	2.8%
GA - incl. Atlanta; Macon	49,390	64,250	68,500	77,250	94,100	12	70,000	5.7%
FL - incl. Tallahassee; Miami; Tampa	35,800	46,000	54,000	68,750	92,600	13	58,231	9.5%
TN - incl. Nashville; Memphis	47,000	50,000	54,000	65,260	.	8	60,380	2.8%
Cincinnati CMSA - incl. Newport	20,000	46,250	97,000	119,625	.	6	84,750	5.0%
Columbus, OH; Dayton OH	40,000	58,000	65,000	89,646	.	7	68,105	9.6%
Cleveland CMSA - incl. Akron	35,000	41,000	58,000	64,890	.	8	55,940	8.6%
Indianapolis, IN; West Lafayette, IN	38,500	42,385	61,000	83,400	.	6	61,963	3.1%
Detroit CMSA - incl. Ann Arbor, Southfield	36,000	51,750	57,500	78,500	.	6	61,000	1.7%
Milwaukee CMSA - incl. Brookfield, WI	50,000	50,000	51,000	59,500	.	5	54,000	.6%
Minneapolis, MN; St. Paul, MN	46,500	57,175	70,250	79,155	118,000	22	72,702	9.2%
Chicago CMSA - incl. Hinsdale, Des Plaines	49,000	58,700	71,250	84,500	97,098	64	71,339	3.2%
MO - incl. St. Louis; Kansas City	45,000	50,800	65,000	103,500	.	5	74,720	1.9%
Dallas CMSA - incl. Irving; Fort Worth	41,000	49,225	55,000	97,250	.	8	69,878	9.9%
Houston CMSA - incl. Spring; Sugarland	38,000	60,400	78,000	82,850	.	9	76,222	6.3%
Austin, TX; San Antonio, TX; El Paso, TX	40,000	44,013	49,000	56,375	.	6	50,808	11.1%
Denver CMSA - incl. Boulder; and Colorado Springs	48,000	57,000	71,500	96,250	.	6	74,333	6.2%
AZ and NV - incl. Phoenix; Tucson; Tempe; Las Vegas	41,600	46,000	57,195	80,000	.	7	61,714	2.4%
Los Angeles, CMSA - incl. Pasadena; and Santa Barbara	46,000	58,500	65,000	81,350	97,150	21	68,546	6.0%
San Diego, CA; La Jolla, CA	63,000	72,000	81,500	87,034	.	6	79,856	5.4%
San Francisco CMSA - incl. Mountain View; San Jose; Oakland	59,400	70,000	82,000	109,225	152,000	21	97,704	7.4%
Seattle CMSA - incl. Bellevue; Olympia	40,736	45,650	64,000	88,800	100,433	13	66,302	7.7%
Primary Responsibility-CI/Research	46,400	55,800	69,000	83,000	101,600	503	71,751	5.9%

**Table 3 - Salary Distribution by Subject Degree Field**

U. S.

						Salary		Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Mean	Mean Percent Change
Doctorate	48,800	65,000	74,000	99,195	149,400	11	84,018	5.5%
Master	47,800	55,000	69,000	83,000	100,600	147	72,699	4.4%
Bachelor	46,100	55,188	68,000	84,000	102,000	310	71,507	6.4%
Some college but no degree	57,000	58,520	65,000	71,000	.	9	65,582	11.6%
No college	32,199	43,125	65,200	78,500	93,120	16	63,449	4.2%
Primary Responsibility-CI/Research	46,400	55,800	69,000	83,000	101,600	503	71,751	5.9%

**Table 4 - Salary Distribution by Library/Information Science Degree**

U. S.

						Salary		Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Mean	Mean Percent Change
6th Year Certificate	45,500	53,750	69,760	77,500	.	5	66,452	8.4%
Master	47,180	56,000	69,000	83,500	102,400	435	71,899	5.9%
Bachelor	40,000	52,250	67,513	89,000	.	9	70,890	5.3%
Some college but no degree	30,672	43,500	51,520	76,000	92,290	12	57,282	6.3%
No college	47,250	57,000	71,000	84,000	99,400	32	78,290	5.9%
Primary Responsibility-CI/Research	46,400	55,800	69,000	83,000	101,600	503	71,751	5.9%

**Table 5 - Salary Distribution by Degree Held**

U. S.

						Salary		Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Mean	Mean Percent Change
Biomedical Sciences	31,200	75,000	91,650	107,550	123,750	26	88,668	2.8%
Business, Human Resources, Public Administration	51,600	56,250	67,715	80,350	100,600	57	72,798	5.1%
Communications/Journalism/ Public Relations	48,000	57,175	64,000	72,275	97,112	38	66,939	9.8%
Computer Sciences	54,000	56,000	64,000	87,250	.	5	70,100	3.6%
Earth Sciences	43,000	45,000	50,000	72,000	.	7	59,821	.2%
Education	41,890	47,500	70,500	85,650	94,120	30	69,345	4.3%
English/Literature/ Composition	47,090	55,850	71,076	84,750	97,820	92	71,147	7.1%
Fine and Applied Arts	40,000	58,050	65,000	83,500	100,000	29	72,102	5.7%
Foreign Languages/ Culture studies	45,000	52,294	68,257	79,375	99,635	40	68,738	6.3%
General Studies	43,500	48,000	51,500	70,749	83,800	10	57,800	2.8%
History	45,000	56,500	70,000	83,500	102,900	70	71,692	6.2%
Law	46,200	48,000	69,500	84,250	106,960	10	69,940	5.0%
Philosophy, Religion	45,560	52,250	72,000	100,000	124,000	18	78,983	7.2%
Physical Sciences	56,060	63,250	78,500	115,750	153,650	20	88,773	2.8%
Social Sciences	48,150	55,000	65,000	82,250	100,800	72	68,998	6.2%
Other	43,800	54,000	68,000	80,000	108,000	87	72,571	4.7%
Primary Responsibility-CI/Research	46,400	55,800	69,000	83,000	101,600	503	71,751	5.9%

**Table 6 - Salary Distribution by Years of Library Experience**

U. S.

						Salary		Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Mean	Mean Percent Change
2 or less	35,000	43,000	51,500	62,250	67,957	40	51,652	11.1%
3-5 Years	38,450	48,000	54,000	64,375	75,430	68	57,065	10.2%
6-10 Years	45,900	50,000	62,000	70,750	79,100	77	61,547	6.6%
11-15 Years	54,600	63,825	72,000	82,000	90,000	85	72,470	5.1%
16-20 Years	56,840	68,750	78,520	94,023	111,815	66	83,795	4.9%
21-25 Years	55,260	64,850	75,500	91,750	120,300	56	80,749	4.1%
26 Years or More	52,500	64,500	80,000	100,000	116,400	109	83,166	3.6%
Primary Responsibility-CI/Research	46,400	55,800	69,000	83,000	101,600	503	71,751	5.9%

**Table 7 - Salary Distribution by Years of Total Work Experience**

U. S.

						Salary		Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Mean	Mean Percent Change
3-5 Years	34,200	43,000	50,000	53,500	63,500	25	49,554	11.6%
6-10 Years	40,000	47,000	53,000	60,000	69,692	55	53,772	8.9%
11-15 Years	46,400	53,000	62,000	75,000	82,000	63	64,146	7.6%
16-20 Years	47,000	60,000	67,574	83,000	91,100	81	69,924	6.7%
21-25 Years	52,068	62,625	75,000	88,500	117,800	72	80,144	4.8%
26 Years or More	52,750	64,000	75,000	93,900	108,330	204	79,477	4.2%
Primary Responsibility-CI/Research	46,400	55,800	69,000	83,000	101,600	503	71,751	5.9%

**Table 8 - Salary Distribution by Gender**

U. S.

						Salary		Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Mean	Mean Percent Change
Female	47,000	55,725	69,336	83,000	102,000	422	71,897	5.8%
Male	46,400	57,000	68,500	80,750	101,590	76	71,659	7.0%
Primary Responsibility-CI/Research	46,400	55,800	69,000	83,000	101,600	503	71,751	5.9%

**Table 9 - Salary Distribution by Ethnicity/ Race**

U. S.

						Salary		Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Mean	Mean Percent Change
Asian, Pacific Islander	35,264	60,000	70,000	82,000	103,214	11	70,259	9.7%
Black	56,000	61,250	67,500	77,500	83,200	17	68,268	6.3%
Hispanic	45,300	52,500	66,717	90,000	131,700	10	74,533	8.8%
White	46,000	55,188	69,000	84,000	102,000	450	71,996	5.7%
Other	30,000	32,000	60,000	68,378	.	7	53,254	2.6%
Primary Responsibility-CI/Research	46,400	55,800	69,000	83,000	101,600	503	71,751	5.9%



**Table 10 - Salary Distribution by Number of Employees**

U. S.

						Number	Salary	Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile		Mean	Mean Percent Change
One Employee	28,200	30,900	81,250	117,750	195,600	10	87,270	4.0%
2-9 Employees	50,000	61,250	71,000	108,750	.	6	82,000	5.6%
10-24 Employees	35,200	57,000	64,800	95,000	109,200	13	71,677	6.3%
25-99 Employees	34,868	50,000	53,500	70,657	87,350	32	66,693	5.9%
100-499 Employees	40,000	48,000	58,000	72,000	86,662	63	61,595	7.4%
500-999 Employees	48,500	58,000	65,000	75,500	91,350	49	67,574	6.1%
1,000-2,499 Employees	48,000	57,000	67,500	80,072	105,480	72	71,265	7.3%
2,500-4,999 Employees	45,200	55,000	69,472	88,000	113,520	43	72,931	4.5%
5,000-9,999 Employees	45,900	55,000	69,826	82,025	102,500	48	71,105	7.3%
10,000 or more Employees	52,300	61,500	75,000	88,300	103,000	165	76,872	4.9%
Primary Responsibility-CI/Research	46,400	55,800	69,000	83,000	101,600	503	71,751	5.9%

**Table 11 - Salary Distribution by Non-profit Status**

U. S.

						Number	Salary	Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile		Mean	Mean Percent Change
Work in a Non-profit Organization	44,200	50,000	60,000	75,000	98,238	111	65,107	4.4%
Work in a For-profit Organization	48,000	57,750	70,452	84,000	102,000	389	73,724	6.4%
Primary Responsibility-CI/Research	46,400	55,800	69,000	83,000	101,600	503	71,751	5.9%

**Table 12 - Salary Distribution by Business Sector**

U. S.

						Number	Salary	Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile		Mean	Mean Percent Change
Government	38,838	52,472	61,000	91,432	111,900	26	70,266	5.0%
Academic Institution	40,880	45,500	55,000	62,250	76,000	17	55,431	2.9%
Other Organizations	47,930	56,900	70,000	83,275	102,000	458	72,490	6.1%
Primary Responsibility-CI/Research	46,400	55,800	69,000	83,000	101,600	503	71,751	5.9%

**Table 13 - Salary Distribution by Institution/Industry**

U. S.

						Salary		Percent change
	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
Federal Government	51,393	58,300	67,000	97,696	118,400	21	77,057	6.8%
Other Government	31,200	33,000	46,000	60,000	.	7	46,962	1.9%
Academic-Subj Dept	40,160	47,000	55,000	75,000	103,920	15	61,708	2.6%
Accounting	51,150	61,750	73,500	80,000	111,000	14	74,166	9.2%
Associations & Labor Unions	45,000	50,000	56,250	66,625	82,531	16	58,665	8.0%
Broadcasting & Telecommunications	45,000	60,000	79,000	88,569	.	5	75,227	11.0%
Finance - except insurance	48,600	59,000	72,000	84,000	100,400	45	72,827	5.7%
Finance - insurance carriers, funds, trusts	53,500	58,250	67,858	81,875	95,350	16	70,482	4.0%
Health Care & Social Assistance	48,800	56,000	78,500	83,800	96,500	16	73,954	8.8%
Info Services - Information broker, contract search	24,000	35,600	72,000	102,500	249,600	13	87,938	.5%
Info Services - news syndicates, information providers	37,000	63,278	85,546	106,750	.	8	88,275	10.4%
Manufacturing - aerospace products & parts	60,000	60,000	64,000	80,000	.	7	71,521	7.2%
Manufacturing - chemical, except pharm. /med. chemical	54,100	57,655	72,380	88,000	109,082	16	76,160	4.0%
Manufacturing - computers & electronic product	52,440	61,350	70,500	94,100	110,005	10	75,498	3.1%
Manufacturing - food, beverage & tobacco	46,700	54,500	66,500	73,875	100,650	10	66,850	6.2%
Manufacturing - miscellaneous	48,000	50,000	81,020	93,225	125,000	14	79,881	7.6%
Manufacturing - mining (including oil/gas), metals/mineral	50,000	55,500	78,000	83,850	.	5	71,340	14.0%
Manufacturing - pharmaceuticals & medical chemicals	60,000	70,371	87,000	98,750	120,100	38	87,091	3.3%
Professional Services - accounting, tax prep., bookkeeping	38,500	40,750	48,000	56,550	.	5	48,520	4.8%
Professional Services - advertising & PR/direct mail	48,000	57,000	68,000	100,000	110,000	19	79,668	8.1%
Professional Services - architectural & engineering design	40,560	46,000	50,000	72,500	.	9	60,840	6.0%
Professional Services - employee placement, temporary help	45,500	50,000	60,000	72,000	.	7	61,500	8.0%
Professional Services - legal	49,550	56,438	69,000	72,950	87,300	36	68,573	9.3%
Professional Services - mngt., scientific/tech. consulting	51,800	58,500	70,000	87,000	98,800	45	72,439	5.4%
Professional Services - other (market research, translation)	33,800	45,000	65,000	80,000	84,800	11	61,636	7.1%
Professional Services - scientific research & development	45,140	57,500	69,500	88,500	139,800	13	77,256	5.3%
Publishing - newspaper, periodical, book	32,598	52,000	60,000	67,513	74,600	23	58,332	3.0%
Trade - wholesale and retail	35,000	51,800	68,750	75,750	.	6	64,817	11.8%
Other	35,800	44,840	55,000	79,000	124,284	17	65,703	2.9%
Primary Responsibility-CI/Research	46,400	55,800	69,000	83,000	101,600	503	71,751	5.9%

**Table 14 - Salary Distribution by Institution/Industry and Library/ Information Center Annual Budget**

							Salary		Percent change
Institution/Current Budget		10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Mean	Mean Percent Change
Federal Government	Above \$1,000,000	60,000	60,000	73,101	107,500	.	5	81,620	3.9%
	Don't know	49,900	58,450	68,243	91,432	118,579	10	75,752	10.5%
Accounting	Don't know	48,300	51,650	78,000	79,750	.	5	68,160	8.4%
Associations & Labor Unions	Don't know	45,000	45,000	45,000	60,500	.	5	51,200	19.5%
Finance - except insurance	Above \$1,000,000	48,000	59,000	72,800	103,500	.	5	79,560	-1.8%
	Don't know	43,100	51,250	71,226	81,500	89,050	22	67,257	8.2%
Manufacturing - chemical, except pharm.	Don't know	52,000	54,250	60,500	74,820	.	6	63,960	4.1%
Manufacturing - computers & electronic	Above \$1,000,000	52,000	57,500	63,000	108,225	.	5	78,890	2.6%
Manufacturing - pharmaceuticals & medical chemicals	Above \$1,000,000	45,000	77,800	86,000	120,000	.	9	93,789	4.7%
	Don't know	60,000	67,113	93,300	97,940	110,248	18	86,898	2.1%
Professional Services - advertising & PR/direct mail	\$100,000-\$249,999	57,000	60,750	67,000	90,000	.	5	73,700	1.0%
	Don't know	47,300	52,500	68,000	91,000	.	9	71,467	8.9%
Professional Services - legal	Above \$1,000,000	47,000	56,750	78,000	90,598	.	9	76,132	11.8%
	Don't know	53,150	67,000	70,000	73,000	88,400	15	70,937	7.3%
Professional Services - mngrt., scientific/tech. consulting	\$100,000-\$249,999	64,000	69,500	76,500	101,360	.	5	83,644	4.3%
	Don't know	54,900	58,250	68,880	75,674	96,620	16	70,227	5.5%
Publishing - newspaper, periodical, book	Don't know	49,500	55,100	62,500	69,750	74,500	14	62,064	3.2%

**Table 15 - Salary Distribution by Union vs. Non-union**

U. S.

							Salary		Percent change
		10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Mean	Mean Percent Change
Wages/Salary Set by Collective Bargaining Agreement		41,340	48,000	60,000	63,000	75,000	19	57,887	2.7%
Wages/Salary Not Set by Collective Bargaining Agreement		47,000	56,100	69,500	83,425	102,000	484	72,295	6.0%
Primary Responsibility-CI/Research		46,400	55,800	69,000	83,000	101,600	503	71,751	5.9%

**Table 16 - Salary Distribution by Number of Years with Present Employer**

U. S.

							Salary		Percent change
		10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Mean	Mean Percent Change
Less than Two Years		40,000	47,825	55,700	72,000	82,500	94	59,735	9.7%
Two Years		40,500	49,000	59,000	75,000	90,270	47	66,890	7.5%
3-5 Years		47,900	55,875	65,500	78,375	102,100	98	69,489	5.3%
6-10 Years		50,300	62,350	73,000	85,000	102,700	122	75,687	4.5%
11-15 Years		55,800	65,000	71,000	90,000	106,200	47	76,806	3.7%
16-20 Years		57,400	69,625	77,783	95,000	104,150	44	81,102	4.2%
21-25 Years		55,000	64,000	81,000	108,260	161,000	19	93,356	4.9%
26 Years or more		52,500	57,040	77,650	88,071	130,000	19	79,256	4.4%
Primary Responsibility-CI/Research		46,400	55,800	69,000	83,000	101,600	503	71,751	5.9%

**Table 17 - Salary Distribution by Number of Employees Supervised or Managed**

U. S.

						Number	Salary	Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile		Mean	Mean Percent Change
None	45,000	54,000	65,500	80,000	94,258	361	69,425	6.0%
1-2 Employees	50,000	57,760	70,000	83,400	100,000	98	72,768	5.7%
3-4 Employees	52,600	67,000	78,000	108,000	127,800	23	85,941	4.7%
5-6 Employees	47,540	65,000	93,250	116,750	152,500	12	95,192	5.5%
Primary Responsibility-CI/Research	46,400	55,800	69,000	83,000	101,600	503	71,751	5.9%

**Table 18 - Salary Distribution by Primary Job Responsibility**

U. S.

						Number	Salary	Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile		Mean	Mean Percent Change
Research Analyst	45,000	56,500	68,000	80,000	101,400	195	70,288	7.4%
Competitive Intelligence, Bus Research	47,000	57,040	71,500	86,000	106,380	135	76,343	5.0%
Online/Electronic/Literature Research	47,400	52,982	67,000	82,500	97,600	173	69,815	5.1%
Primary Responsibility-CI/Research	46,400	55,800	69,000	83,000	101,600	503	71,751	5.9%

**Table 19 - Salary Distribution by Job Title**

U. S.

						Number	Salary	Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile		Mean	Mean Percent Change
Director/Manager	54,750	67,375	80,000	101,250	117,800	62	83,962	4.7%
Asst Mngr./Dept./Section Head	54,500	61,000	75,000	91,800	103,000	43	77,822	6.0%
Librarian/Info Specialist/Researcher	45,455	53,250	65,000	79,000	92,360	376	68,305	6.2%
Owner/ Principal/ Consultant	28,800	45,600	77,500	102,500	182,400	13	85,977	6.9%
Primary Responsibility-CI/Research	46,400	55,800	69,000	83,000	101,600	503	71,751	5.9%

**Table 20 - Salary Distribution by Library or Information Resource Center Setting**

U. S.

						Number	Salary	Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile		Mean	Mean Percent Change
Work in Library or Information Resource Center	46,000	55,000	68,000	82,000	99,437	416	70,121	6.2%
Do Not Work in Library or Information Resource Center	46,500	60,000	72,500	90,000	120,000	86	79,863	4.6%
Primary Responsibility-CI/Research	46,400	55,800	69,000	83,000	101,600	503	71,751	5.9%

**Table 21 - Salary Distribution by Library/ Information Center Annual Budget**

U. S.

						Salary		Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Mean	Mean Percent Change
Under \$25,000	30,165	39,000	48,500	62,875	68,750	14	49,762	4.7%
\$25,000-\$49,999	33,200	43,680	52,000	63,000	80,800	11	54,153	6.7%
\$50,000-\$74,999	44,000	55,100	72,000	91,600	.	9	74,656	4.7%
\$75,000-\$99,999	42,192	51,000	57,500	73,179	103,532	12	64,111	4.8%
\$100,000-\$249,999	49,400	56,000	65,705	80,000	92,706	37	68,740	4.6%
\$250,000-\$499,999	48,000	56,750	67,500	77,500	97,000	29	68,081	4.7%
\$500,000-\$999,999	54,700	64,000	75,000	84,000	94,600	33	73,413	6.3%
Above \$1,000,000	51,800	64,778	79,270	99,896	119,050	78	82,633	6.6%
Budgets are not allocated to separate branch or libraries	40,500	47,000	61,500	81,500	101,000	24	65,572	5.5%
Don't know	47,000	55,000	67,000	77,325	94,300	169	67,913	7.0%
Primary Responsibility-CI/Research	46,400	55,800	69,000	83,000	101,600	503	71,751	5.9%

**Table 22 - Salary Distribution by Full-time Equivalent Employees in Library/Information Center**

U. S.

						Salary		Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Mean	Mean Percent Change
2 or less	45,000	50,000	64,250	76,788	94,600	86	65,374	6.0%
More than 2 to 4	47,090	55,000	64,055	78,475	96,400	72	67,453	5.7%
More than 4 to 9	43,400	54,000	67,000	80,000	91,900	111	67,546	6.7%
More than 9	48,900	60,000	73,000	88,823	107,520	137	76,611	6.3%
Primary Responsibility-CI/Research	46,400	55,800	69,000	83,000	101,600	503	71,751	5.9%

**Table 23 - Number and Percentage of Employees by Type of Benefits Provided by Institution Group**

	Total		Benefits provided by primary job					
	Count	Percent	Paid sick leave		Paid personal time off		Paid vacation	
			Cases	Percent	Cases	Percent	Cases	Percent
Federal Government	21	100.0%	20	95.2%	8	38.1%	18	85.7%
Other Government	6	100.0%	6	100.0%	3	50.0%	6	100.0%
Public Library-Subj and General	2	100.0%	2	100.0%	2	100.0%	2	100.0%
Academic-Subj Dept	17	100.0%	17	100.0%	12	70.6%	17	100.0%
Academic-General Campus	1	100.0%	1	100.0%			1	100.0%
Finance & Insurance; Accounting	102	100.0%	91	89.2%	71	69.6%	95	93.1%
Information Services & Publishing	96	100.0%	92	95.8%	69	71.9%	96	100.0%
Manufacturing and Agriculture	50	100.0%	47	94.0%	36	72.0%	48	96.0%
Professional Services	179	100.0%	164	91.6%	116	64.8%	171	95.5%
Utilities; Transportation; Broadcasting; Movies; Trade	14	100.0%	13	92.9%	13	92.9%	13	92.9%
Associations; Museums; Advocacy, Health Care	6	100.0%	6	100.0%	3	50.0%	6	100.0%
Other	17	100.0%	15	88.2%	13	76.5%	17	100.0%
Primary Responsibility-CI/Research	511	100.0%	474	92.8%	346	67.7%	490	95.9%

**Table 23 - Number and Percentage of Employees by Type of Benefits Provided by Institution Group**

	Benefits provided by primary job							
	Medical insurance/group plan		Medical savings account		Dental insurance/group plan		Vision coverage	
	Cases	Percent	Cases	Percent	Cases	Percent	Cases	Percent
Federal Government	20	95.2%	14	66.7%	17	81.0%	15	71.4%
Other Government	6	100.0%	3	50.0%	6	100.0%	6	100.0%
Public Library-Subj and General	2	100.0%	1	50.0%	1	50.0%	1	50.0%
Academic-Subj Dept	16	94.1%	12	70.6%	16	94.1%	15	88.2%
Academic-General Campus	1	100.0%	1	100.0%	1	100.0%	1	100.0%
Finance & Insurance; Accounting	97	95.1%	75	73.5%	96	94.1%	82	80.4%
Information Services & Publishing	94	97.9%	74	77.1%	93	96.9%	74	77.1%
Manufacturing and Agriculture	50	100.0%	43	86.0%	49	98.0%	42	84.0%
Professional Services	175	97.8%	133	74.3%	172	96.1%	148	82.7%
Utilities; Transportation; Broadcasting; Movies; Trade	14	100.0%	10	71.4%	14	100.0%	11	78.6%
Associations; Museums; Advocacy, Health Care	6	100.0%	5	83.3%	6	100.0%	6	100.0%
Other	17	100.0%	12	70.6%	17	100.0%	15	88.2%
Primary Responsibility-CI/Research	498	97.5%	383	75.0%	488	95.5%	416	81.4%

**Table 23 - Number and Percentage of Employees by Type of Benefits Provided by Institution Group**

	Benefits provided by primary job							
	Life insurance		Retirement plan		Long-term disability		Short-term disability	
	Cases	Percent	Cases	Percent	Cases	Percent	Cases	Percent
Federal Government	20	95.2%	19	90.5%	14	66.7%	10	47.6%
Other Government	4	66.7%	6	100.0%	4	66.7%	3	50.0%
Public Library-Subj and General	1	50.0%	2	100.0%				
Academic-Subj Dept	16	94.1%	15	88.2%	15	88.2%	15	88.2%
Academic-General Campus	1	100.0%	1	100.0%				
Finance & Insurance; Accounting	90	88.2%	87	85.3%	86	84.3%	85	83.3%
Information Services & Publishing	91	94.8%	84	87.5%	83	86.5%	82	85.4%
Manufacturing and Agriculture	49	98.0%	46	92.0%	44	88.0%	44	88.0%
Professional Services	163	91.1%	154	86.0%	146	81.6%	137	76.5%
Utilities; Transportation; Broadcasting; Movies; Trade	14	100.0%	12	85.7%	10	71.4%	12	85.7%
Associations; Museums; Advocacy, Health Care	6	100.0%	5	83.3%	5	83.3%	5	83.3%
Other	15	88.2%	14	82.4%	12	70.6%	14	82.4%
Primary Responsibility-CI/Research	470	92.0%	445	87.1%	419	82.0%	407	79.6%



**Table 23 - Number and Percentage of Employees by Type of Benefits Provided by Institution Group**

	Benefits provided by primary job							
	Child day care		Time off for child or elder care		Employee assistance or wellness program		Profit sharing	
	Cases	Percent	Cases	Percent	Cases	Percent	Cases	Percent
Federal Government	5	23.8%	11	52.4%	14	66.7%	3	14.3%
Other Government			4	66.7%	4	66.7%		
Public Library-Subj and General			1	50.0%	1	50.0%		
Academic-Subj Dept	3	17.6%	8	47.1%	15	88.2%		
Academic-General Campus					1	100.0%		
Finance & Insurance; Accounting	17	16.7%	52	51.0%	79	77.5%	39	38.2%
Information Services & Publishing	13	13.5%	48	50.0%	78	81.3%	39	40.6%
Manufacturing and Agriculture	15	30.0%	29	58.0%	47	94.0%	21	42.0%
Professional Services	20	11.2%	57	31.8%	117	65.4%	65	36.3%
Utilities; Transportation; Broadcasting; Movies; Trade	1	7.1%	5	35.7%	8	57.1%	6	42.9%
Associations; Museums; Advocacy, Health Care	1	16.7%	3	50.0%	6	100.0%	3	50.0%
Other	2	11.8%	6	35.3%	12	70.6%	6	35.3%
Primary Responsibility-CI/Research	77	15.1%	224	43.8%	382	74.8%	182	35.6%

**Table 23 - Number and Percentage of Employees by Type of Benefits Provided by Institution Group**

	Benefits provided by primary job					
	Education/ professional development assistance		Professional association memberships		Adoption assistance	
	Cases	Percent	Cases	Percent	Cases	Percent
Federal Government	13	61.9%	6	28.6%	1	4.8%
Other Government	5	83.3%	4	66.7%		
Public Library-Subj and General						
Academic-Subj Dept	15	88.2%	11	64.7%		
Academic-General Campus	1	100.0%				
Finance & Insurance; Accounting	69	67.6%	80	78.4%	35	34.3%
Information Services & Publishing	72	75.0%	75	78.1%	34	35.4%
Manufacturing and Agriculture	43	86.0%	42	84.0%	22	44.0%
Professional Services	113	63.1%	141	78.8%	33	18.4%
Utilities; Transportation; Broadcasting; Movies; Trade	11	78.6%	11	78.6%	2	14.3%
Associations; Museums; Advocacy, Health Care	6	100.0%	4	66.7%	4	66.7%
Other	14	82.4%	12	70.6%	4	23.5%
Primary Responsibility-CI/Research	362	70.8%	386	75.5%	135	26.4%

**Table 24 - Health Insurance Plan Provided by Institution Group**

	Do you participate in an employee-offered health insurance plan?					
	Yes		No		Not Applicable	
	Count	Percent	Count	Percent	Count	Percent
Federal Government	19	82.6%	4	17.4%		
Other Government	6	85.7%			1	14.3%
Public Library-Subj and General	2	100.0%				
Academic-Subj Dept	14	77.8%	4	22.2%		
Academic-General Campus	1	100.0%				
Finance & Insurance; Accounting	90	85.7%	11	10.5%	4	3.8%
Information Services & Publishing	85	80.2%	17	16.0%	4	3.8%
Manufacturing and Agriculture	47	92.2%	3	5.9%	1	2.0%
Professional Services	161	85.6%	23	12.2%	4	2.1%
Utilities; Transportation; Broadcasting; Movies; Trade	13	92.9%	1	7.1%		
Associations; Museums; Advocacy, Health Care	5	83.3%	1	16.7%		
Other	16	94.1%	1	5.9%		
Total	459	85.3%	65	12.1%	14	2.6%

**Table 25 - Individual Coverage Health Insurance Plan Benefits Provided by Institution Group**

	How much, as a percent of salary, do you contribute towards the premium for health insurance?		How does this percent that you pay compare to the previous year?					
	Count	Mean	Higher		Lower		The same	
			Count	Count Percent	Count	Count Percent	Count	Count Percent
Federal Government	14	20.2%	4	23.5%			13	76.5%
Other Government	6	15.2%					6	100.0%
Public Library-Subj and General	2	10.0%					2	100.0%
Academic-Subj Dept	9	15.3%	1	11.1%	3	33.3%	5	55.6%
Academic-General Campus	1	20.0%					1	100.0%
Finance & Insurance; Accounting	63	15.3%	23	32.4%	2	2.8%	46	64.8%
Information Services & Publishing	52	17.6%	33	46.5%	2	2.8%	36	50.7%
Manufacturing and Agriculture	31	17.9%	14	38.9%			22	61.1%
Professional Services	114	14.3%	34	26.0%	10	7.6%	87	66.4%
Utilities; Transportation; Broadcasting; Movies; Trade	9	10.6%					9	100.0%
Associations; Museums; Advocacy, Health Care	4	11.0%	1	25.0%	1	25.0%	2	50.0%
Other	10	12.3%	4	36.4%			7	63.6%
Total	315	15.5%	114	31.0%	18	4.9%	236	64.1%

**Table 26 - Dependent Coverage Health Insurance Plan Benefits Provided by Institution Group**

	How much, as a percent of salary, do you contribute towards the premium for health insurance?		How does the percent you pay compare to the previous year?					
	Count	Mean	Higher		Lower		The same	
			Count	Count Percent	Count	Count Percent	Count	Count Percent
Federal Government	9	39.4%	2	15.4%			11	84.6%
Other Government	3	.0%					3	100.0%
Public Library-Subj and General	1	5.0%					1	100.0%
Academic-Subj Dept	5	16.0%					5	100.0%
Academic-General Campus	1	20.0%					1	100.0%
Finance & Insurance; Accounting	35	14.9%	13	33.3%			26	66.7%
Information Services & Publishing	24	21.4%	16	47.1%	1	2.9%	17	50.0%
Manufacturing and Agriculture	19	17.9%	7	33.3%			14	66.7%
Professional Services	65	18.0%	20	24.4%	5	6.1%	57	69.5%
Utilities; Transportation; Broadcasting; Movies; Trade	7	7.9%					7	100.0%
Associations; Museums; Advocacy, Health Care	3	8.0%			1	33.3%	2	66.7%
Other	4	16.3%	4	80.0%			1	20.0%
Total	176	17.9%	62	29.0%	7	3.3%	145	67.8%

**Table 27 - Total Outlay for Health Insurance Benefits by Institution Group**

	How does your total outlay for health insurance benefits compare to the incremental change in your salary for 2008?					
	Increase in health insurance premium is HIGHER THAN the increase in salary		Increase in health insurance premium is LOWER THAN the increase in salary		Increase in health insurance premium is the SAME as the increase in salary	
	Count	Percent	Count	Percent	Count	Percent
Federal Government	2	11.8%	10	58.8%	5	29.4%
Other Government			2	40.0%	3	60.0%
Public Library-Subj and General			1	50.0%	1	50.0%
Academic-Subj Dept			6	66.7%	3	33.3%
Academic-General Campus	1	100.0%				
Finance & Insurance; Accounting	17	26.6%	29	45.3%	18	28.1%
Information Services & Publishing	22	35.5%	25	40.3%	15	24.2%
Manufacturing and Agriculture	8	22.2%	16	44.4%	12	33.3%
Professional Services	31	25.2%	51	41.5%	41	33.3%
Utilities; Transportation; Broadcasting; Movies; Trade	2	22.2%	2	22.2%	5	55.6%
Associations; Museums; Advocacy, Health Care	1	25.0%	2	50.0%	1	25.0%
Other	2	20.0%	4	40.0%	4	40.0%
Total	86	25.1%	148	43.3%	108	31.6%

**Table 28 - Salary Distribution by Employed/Self-Employed Status**

U. S.

						Salary		Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Mean	Mean Percent Change
Self-employed	29,000	39,000	81,250	117,750	256,000	14	99,736	5.0%
Not Self-employed	47,000	55,800	68,500	82,000	100,000	487	70,953	5.9%
Primary Responsibility-CI/Research	46,400	55,800	69,000	83,000	101,600	503	71,751	5.9%

**Table 29 - Salary Distribution by Contract Basis at Primary Job**

U. S.

						Salary		Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Mean	Mean Percent Change
Work on Contract Basis	30,000	46,000	64,000	82,000	156,000	29	78,432	5.1%
Do Not Work on Contract Basis	47,120	56,500	69,200	83,000	100,000	473	71,355	6.0%
Primary Responsibility-CI/Research	46,400	55,800	69,000	83,000	101,600	503	71,751	5.9%

**Table 30 - Salary Distribution by Number of Part-time Jobs Held**

U. S.

						Salary		Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Mean	Mean Percent Change
One	26,840	38,442	55,580	67,640	80,740	32	53,905	4.0%
Primary Responsibility-CI/Research	23,500	34,000	52,000	66,560	78,280	35	50,605	3.8%

**Table 31 - Salary Distribution by Number of Part-time Hours Worked per Week**

U. S.

						Salary		Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Mean	Mean Percent Change
21-30 Hours	30,000	37,562	55,000	67,280	72,240	21	52,807	4.4%
31 or More Hours	7,200	23,441	56,160	69,000	.	9	49,577	3.0%
Primary Responsibility-CI/Research	23,500	34,000	52,000	66,560	78,280	35	50,605	3.8%

**Table 32 - Salary Distribution by Reasons for Working Part-time**

U. S.

						Salary		Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Mean	Mean Percent Change
Respondent's Choice	25,850	35,720	53,500	66,170	75,820	28	52,322	4.1%
Other	7,200	8,100	40,123	64,160	.	5	36,929	2.5%
Primary Responsibility-CI/Research	23,500	34,000	52,000	66,560	78,280	35	50,605	3.8%

**Table 33 - Average Hourly Rate for Part-time Employees by Census Division**

	Work-related earnings/hour 4/1/2008					Mean Percent Change 2007-2008
	First Quartile 25%	Median 50%	Third Quartile 75%	Number	Mean	
TOTAL	25.00	32.00	40.00	11	31.75	3.8%



# UNITED STATES

## **Chapter Ten Reference**





**Table 1 - Salary Distribution by Census Division**

U. S.

						Salary		Percent change
	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
New England	37,600	50,375	62,500	80,250	89,746	18	64,423	4.1%
Middle Atlantic	38,036	48,750	54,100	73,250	84,000	50	60,390	3.2%
South Atlantic	41,273	46,750	54,000	69,532	90,698	89	61,107	5.5%
East S. Central	26,500	36,700	60,000	66,380	.	8	55,643	2.7%
West S. Central	29,400	39,500	45,760	54,610	61,139	17	45,521	.4%
East N. Central	36,700	43,625	56,327	69,250	80,669	36	58,347	4.1%
West N. Central	34,542	40,000	48,000	52,500	59,160	23	46,782	3.9%
Mountain	35,000	42,040	51,000	60,025	68,500	14	51,242	6.9%
Pacific	42,550	54,137	64,750	77,427	88,949	60	65,715	2.9%
Primary Responsibility-Reference	38,500	46,500	55,174	70,000	85,000	315	59,280	4.0%

**Table 2 - Salary Distribution by Metropolitan Area**

U. S.

						Salary		Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Mean	Mean Percent Change
Springfield, MA; NH, Provid., RI; Hartford, CT; Portland, ME	38,000	47,250	60,000	78,350	.	9	61,851	2.3%
Boston CMSA - incl. Cambridge, Worcester, MA	34,000	55,850	62,000	79,000	.	8	64,870	6.0%
New York City CMSA - incl. Princeton; New Haven; Stony Brook	45,600	52,000	72,000	82,000	84,800	31	67,733	3.9%
Albany, NY; Rochester, NY; Binghamton, NY	41,000	46,792	51,150	60,853	.	8	55,701	.8%
Harrisburg, PA; Pittsburgh, PA; University Park, PA	31,200	35,737	41,500	51,000	.	9	44,575	3.0%
Washington, DC CMSA - incl. Baltimore, MD; Alexandria, VA	46,500	50,000	60,025	83,703	95,300	54	67,557	6.3%
NC - incl. Charlotte; Durham; Raleigh; Winston Salem	42,000	44,392	52,000	55,272	.	9	50,840	5.3%
GA - incl. Atlanta; Macon	42,000	44,758	50,500	75,750	.	8	59,484	3.6%
FL - incl. Tallahassee; Miami; Tampa	37,100	38,525	43,137	47,750	74,750	10	46,127	3.4%
Columbus, OH; Dayton OH	36,000	36,750	51,437	74,400	.	6	54,512	3.5%
Detroit CMSA - incl. Ann Arbor, Southfield	43,000	50,750	61,184	68,504	.	8	59,923	2.9%
East Lansing, MI; Kalamazoo, MI; Madison, WI	35,360	36,780	52,735	87,827	.	5	60,390	2.2%
Minneapolis, MN; St. Paul, MN	45,200	48,000	50,500	52,625	.	8	50,388	4.0%
Chicago CMSA - incl. Hinsdale, Des Plaines	43,500	49,337	65,000	71,480	.	5	61,327	3.9%
MO - incl. St. Louis; Kansas City	32,984	35,004	41,000	52,500	67,300	12	45,240	4.2%
Austin, TX; San Antonio, TX; El Paso, TX	38,000	41,100	47,500	54,680	.	9	48,234	3.5%
Denver CMSA - incl. Boulder; and Colorado Springs	34,000	39,500	52,787	62,250	.	8	52,447	8.4%
Los Angeles, CMSA - incl. Pasadena; and Santa Barbara	48,200	55,154	69,000	81,500	88,990	17	68,591	2.7%
San Francisco CMSA - incl. Mountain View; San Jose; Oakland	49,620	60,250	73,685	90,250	101,200	18	74,946	3.7%
Seattle CMSA - incl. Bellevue; Olympia	34,600	48,250	56,234	60,105	60,672	10	52,959	5.5%
Primary Responsibility-Reference	38,500	46,500	55,174	70,000	85,000	315	59,280	4.0%

**Table 3 - Salary Distribution by Subject Degree Field**

U. S.

						Salary		Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Mean	Mean Percent Change
Doctorate	42,500	49,132	55,110	73,250	132,481	14	66,597	5.8%
Master	38,000	48,000	58,000	69,000	84,000	99	59,267	4.1%
Bachelor	38,100	45,050	55,750	70,000	85,338	184	58,834	3.8%
Some college but no degree	41,000	47,250	55,000	58,537	.	9	54,451	3.8%
Primary Responsibility-Reference	38,500	46,500	55,174	70,000	85,000	315	59,280	4.0%

**Table 4 - Salary Distribution by Library/Information Science Degree**

U. S.

						Number	Salary	Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile		Mean	Mean Percent Change
Master	39,600	47,000	56,000	70,000	85,000	289	59,584	4.0%
Bachelor	23,000	41,000	50,000	63,000	.	6	50,333	3.1%
Some college but no degree	26,500	32,125	45,900	52,577	.	6	43,101	4.5%
No college	38,000	41,392	48,000	65,250	.	5	52,257	6.4%
Primary Responsibility-Reference	38,500	46,500	55,174	70,000	85,000	315	59,280	4.0%

**Table 5 - Salary Distribution by Degree Held**

U. S.

						Number	Salary	Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile		Mean	Mean Percent Change
Biomedical Sciences	39,800	49,000	52,500	54,974	76,400	15	54,170	.5%
Business, Human Resources, Public Administration	38,960	50,250	60,000	68,125	89,100	32	61,485	4.6%
Communications/Journalism/ Public Relations	34,200	40,250	47,500	57,875	84,989	16	50,989	6.3%
Computer Sciences	32,448	39,067	47,572	56,750	.	6	47,978	3.4%
Earth Sciences	35,600	56,000	66,200	73,542	85,757	10	64,217	6.0%
Education	35,810	42,144	66,560	80,000	89,176	23	62,329	4.7%
English/Literature/ Composition	33,830	41,600	52,000	66,650	86,880	53	56,618	3.7%
Fine and Applied Arts	41,050	46,375	50,952	61,099	73,230	18	53,991	5.0%
Foreign Languages/ Culture studies	40,580	49,890	60,850	72,250	89,027	26	61,709	4.0%
General Studies	45,000	47,460	85,000	87,850	.	5	71,124	2.5%
History	35,694	45,750	52,000	70,000	95,840	50	59,854	4.7%
Law	42,718	52,209	60,210	78,800	161,506	10	72,478	6.6%
Philosophy, Religion	26,500	36,000	69,000	85,900	.	9	65,922	4.0%
Physical Sciences	44,000	52,000	60,000	65,000	75,960	19	59,546	3.1%
Social Sciences	36,800	43,000	51,000	66,420	78,400	57	55,247	4.1%
Other	40,000	48,500	60,000	78,000	90,698	39	64,264	4.5%
Primary Responsibility-Reference	38,500	46,500	55,174	70,000	85,000	315	59,280	4.0%

**Table 6 - Salary Distribution by Years of Library Experience**

U. S.

						Number	Salary	Percent change
	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile		Mean	Mean Percent Change
2 or less	33,915	38,650	44,000	49,750	56,500	36	44,846	8.5%
3-5 Years	35,800	43,000	48,500	54,654	63,000	57	49,201	3.6%
6-10 Years	35,248	46,907	51,500	60,750	78,100	48	54,391	4.3%
11-15 Years	38,900	45,500	56,000	69,650	83,562	45	59,032	2.6%
16-20 Years	45,745	52,735	62,400	75,960	89,800	31	67,283	4.9%
21-25 Years	47,277	60,204	70,000	86,807	92,040	37	72,191	3.3%
26 Years or More	50,000	56,400	69,999	80,000	91,455	59	70,656	3.1%
Primary Responsibility-Reference	38,500	46,500	55,174	70,000	85,000	315	59,280	4.0%

**Table 7 - Salary Distribution by Years of Total Work Experience**

U. S.

						Number	Salary	Percent change
	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile		Mean	Mean Percent Change
2 or less	38,200	39,600	47,156	51,610	.	5	45,915	4.3%
3-5 Years	34,859	41,000	46,150	49,750	66,250	14	47,251	3.6%
6-10 Years	35,400	41,250	47,750	55,375	73,350	36	50,262	7.8%
11-15 Years	35,342	42,360	49,560	56,000	71,128	53	50,760	3.9%
16-20 Years	39,500	46,350	55,000	64,500	78,000	49	57,371	4.8%
21-25 Years	37,949	48,000	60,000	69,764	96,920	35	63,210	4.5%
26 Years or More	47,900	54,000	65,000	80,000	90,000	119	67,806	2.7%
Primary Responsibility-Reference	38,500	46,500	55,174	70,000	85,000	315	59,280	4.0%

**Table 8 - Salary Distribution by Gender**

U. S.

						Number	Salary	Percent change
	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile		Mean	Mean Percent Change
Female	38,000	46,000	55,000	70,000	85,540	251	59,240	4.0%
Male	42,600	48,850	56,000	67,750	84,600	57	58,668	3.8%
Primary Responsibility-Reference	38,500	46,500	55,174	70,000	85,000	315	59,280	4.0%

**Table 9 - Salary Distribution by Ethnicity/ Race**

U. S.

						Salary		Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Mean	Mean Percent Change
Native American, Alaskan	37,000	42,000	48,500	107,500	.	5	69,500	6.5%
Asian, Pacific Islander	41,000	46,072	58,400	70,000	.	9	57,324	4.9%
Black	49,560	51,375	60,500	75,941	.	8	63,228	7.1%
Hispanic	33,717	37,454	47,938	74,375	.	6	53,365	.0%
White	38,200	46,200	55,174	70,000	85,675	279	59,206	3.9%
Primary Responsibility-Reference	38,500	46,500	55,174	70,000	85,000	315	59,280	4.0%

**Table 10 - Salary Distribution by Number of Employees**

U. S.

						Salary		Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Mean	Mean Percent Change
10-24 Employees	36,000	37,500	49,200	60,105	.	6	48,803	5.0%
25-99 Employees	32,158	41,000	51,000	58,537	67,720	27	51,340	6.6%
100-499 Employees	35,808	42,036	50,000	64,754	81,681	76	55,695	4.6%
500-999 Employees	39,540	49,000	55,000	73,000	85,738	43	58,758	3.7%
1,000-2,499 Employees	41,000	49,957	60,000	74,185	81,400	45	62,404	4.0%
2,500-4,999 Employees	40,000	49,000	60,000	78,000	88,488	39	63,227	3.2%
5,000-9,999 Employees	39,400	50,500	61,800	70,000	87,550	33	62,431	3.1%
10,000 or more Employees	42,400	50,000	60,000	80,000	88,576	43	63,089	3.5%
Primary Responsibility-Reference	38,500	46,500	55,174	70,000	85,000	315	59,280	4.0%

**Table 11 - Salary Distribution by Non-profit Status**

U. S.

						Salary		Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Mean	Mean Percent Change
Work in a Non-profit Organization	37,786	44,946	53,724	65,000	83,027	218	57,185	3.7%
Work in a For-profit Organization	41,000	48,875	61,400	77,625	86,850	94	63,561	4.7%
Primary Responsibility-Reference	38,500	46,500	55,174	70,000	85,000	315	59,280	4.0%

**Table 12 - Salary Distribution by Business Sector**

U. S.

						Number	Salary	Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile		Mean	Mean Percent Change
Government	43,820	51,000	60,444	75,695	90,698	60	66,047	4.9%
Public Library	26,150	30,750	41,572	49,940	62,200	18	42,472	1.4%
Academic Institution	38,560	42,000	52,000	60,100	74,638	107	53,913	2.7%
Other Organizations	41,100	48,500	60,525	75,000	86,970	130	62,902	5.0%
Primary Responsibility-Reference	38,500	46,500	55,174	70,000	85,000	315	59,280	4.0%

**Table 13 - Salary Distribution by Institution/Industry**

U. S.

						Number	Salary	Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile		Mean	Mean Percent Change
Federal Government	46,925	54,309	66,000	87,000	95,840	43	71,061	5.6%
Other Government	36,700	47,877	51,750	60,105	70,280	18	53,038	3.3%
Public Library-Subject	26,500	36,500	48,000	60,000	.	7	50,183	2.0%
Public Library-General	25,100	30,250	37,359	49,065	54,200	12	39,112	1.2%
Academic-Subj Dept	41,380	48,000	54,000	60,000	68,880	35	54,921	4.7%
Academic-General Campus	37,886	41,000	50,000	60,675	76,169	70	53,269	1.7%
Associations & Labor Unions	34,000	38,000	46,500	63,624	.	9	50,127	6.9%
Finance - except insurance	52,000	56,500	68,500	86,400	.	5	70,860	4.5%
Health Care & Social Assistance	40,834	46,600	55,174	65,780	73,000	13	56,686	6.2%
Professional Services - legal	40,200	51,000	70,000	80,500	96,635	37	68,445	5.9%
Professional Services - mngt., scientific/tech. consulting	61,000	63,000	69,000	79,050	.	5	70,620	4.3%
Professional Services - scientific research & development	36,000	57,750	69,000	90,250	.	6	70,000	3.5%
Publishing - newspaper, periodical, book	34,600	49,750	60,250	72,160	84,500	14	60,399	4.2%
Primary Responsibility-Reference	38,500	46,500	55,174	70,000	85,000	315	59,280	4.0%

**Table 14 - Salary Distribution by Institution/Industry and Library/ Information Center Annual Budget**

							Salary		Percent change
Institution/Current Budget		10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Mean	Mean Percent Change
Federal Government	\$250,000-\$499,999	60,799	68,380	85,000	88,278	.	5	79,663	3.6%
	Above \$1,000,000	51,662	57,000	64,000	90,698	99,580	11	71,486	5.5%
	Don't know	41,165	50,000	58,272	74,817	87,280	16	62,250	6.5%
Other Government	Don't know	34,872	43,680	52,987	63,025	72,520	10	53,619	3.9%
Academic-Subj Dept	\$500,000-\$999,999	43,200	52,800	57,600	61,500	.	6	56,733	2.9%
	Above \$1,000,000	37,040	52,000	54,000	64,014	79,800	11	57,755	5.0%
	Don't know	45,000	47,250	52,000	60,306	.	8	54,951	6.0%
Academic-General Campus	\$250,000-\$499,999	40,000	45,000	52,500	70,949	.	5	56,879	4.1%
	\$500,000-\$999,999	30,000	33,750	39,100	43,250	.	6	39,367	-2.9%
	Above \$1,000,000	41,218	48,700	53,875	65,000	89,081	27	59,468	2.3%
	Don't know	37,000	39,350	47,000	60,700	76,622	25	51,056	.7%
Health Care & Social Assistance	Don't know	38,200	43,138	51,587	67,500	.	6	54,360	5.7%
Professional Services - legal	Above \$1,000,000	38,200	52,250	75,500	93,400	127,513	12	75,381	6.1%
	Don't know	40,160	50,588	65,000	78,000	84,800	17	63,638	5.9%
Publishing - newspaper, periodical, book	Don't know	50,000	55,000	68,000	73,000	.	7	64,054	7.3%

**Table 15 - Salary Distribution by Union vs. Non-union**

U. S.

							Salary		Percent change
		10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Mean	Mean Percent Change
Wages/Salary Set by Collective Bargaining Agreement		42,401	49,377	55,750	72,041	85,000	52	60,636	3.3%
Wages/Salary Not Set by Collective Bargaining Agreement		37,911	45,620	55,000	70,000	85,472	262	59,018	4.2%
Primary Responsibility-Reference		38,500	46,500	55,174	70,000	85,000	315	59,280	4.0%

**Table 16 - Salary Distribution by Number of Years with Present Employer**

U. S.

							Salary		Percent change
		10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Mean	Mean Percent Change
Less than Two Years		34,000	41,000	48,500	57,750	73,000	68	50,533	3.9%
Two Years		36,000	44,761	51,250	60,000	79,800	40	53,732	6.3%
3-5 Years		40,000	45,495	55,000	66,500	84,800	61	57,584	4.3%
6-10 Years		38,198	49,088	56,140	69,150	79,820	61	59,457	3.7%
11-15 Years		40,580	53,406	69,000	76,665	93,680	26	67,187	3.1%
16-20 Years		49,580	56,653	63,000	80,000	100,201	27	70,285	3.9%
21-25 Years		47,892	55,300	67,500	88,755	129,730	14	75,037	2.9%
26 Years or more		48,391	75,075	79,500	89,224	110,736	12	80,053	2.8%
Primary Responsibility-Reference		38,500	46,500	55,174	70,000	85,000	315	59,280	4.0%



**Table 17 - Salary Distribution by Number of Employees Supervised or Managed**

U. S.

						Number	Salary	Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile		Mean	Mean Percent Change
None	38,500	45,100	54,000	68,250	83,700	225	57,420	4.0%
1-2 Employees	37,500	48,750	60,050	69,825	85,500	44	61,295	4.1%
3-4 Employees	38,618	50,500	60,235	70,000	97,288	24	62,723	4.0%
5-6 Employees	33,700	50,000	57,468	78,000	98,840	11	64,756	3.8%
10-14 Employees	30,000	38,250	52,110	79,150	.	6	56,563	1.8%
Primary Responsibility-Reference	38,500	46,500	55,174	70,000	85,000	315	59,280	4.0%

**Table 18 - Salary Distribution by Primary Job Responsibility**

U. S.

						Number	Salary	Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile		Mean	Mean Percent Change
Reference	38,500	46,500	55,174	70,000	85,000	315	59,280	4.0%
Primary Responsibility-Reference	38,500	46,500	55,174	70,000	85,000	315	59,280	4.0%

**Table 19 - Salary Distribution by Job Title**

U. S.

						Number	Salary	Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile		Mean	Mean Percent Change
Director/Manager	52,200	64,000	75,000	94,000	114,000	27	80,749	4.7%
Asst Mngr./Dept./Section Head	46,800	52,000	60,235	68,750	82,500	28	61,880	2.8%
Librarian/Info Specialist/Researcher	38,040	45,000	53,573	66,840	83,454	251	57,102	4.2%
Professor/Academic Instructor	41,200	41,600	47,900	63,500	.	5	51,620	.6%
Primary Responsibility-Reference	38,500	46,500	55,174	70,000	85,000	315	59,280	4.0%

**Table 20 - Salary Distribution by Library or Information Resource Center Setting**

U. S.

						Number	Salary	Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile		Mean	Mean Percent Change
Work in Library or Information Resource Center	38,700	46,886	55,750	70,000	85,000	310	59,507	4.0%
Primary Responsibility-Reference	38,500	46,500	55,174	70,000	85,000	315	59,280	4.0%

**Table 21 - Salary Distribution by Library/ Information Center Annual Budget**

U. S.

						Salary		Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Mean	Mean Percent Change
Under \$25,000	36,000	38,500	45,450	52,500	.	8	52,050	3.9%
\$50,000-\$74,999	51,501	55,000	62,400	70,000	.	7	64,843	4.9%
\$75,000-\$99,999	60,000	63,750	70,000	72,250	.	6	69,000	2.7%
\$100,000-\$249,999	41,886	48,000	60,420	71,000	95,600	25	62,655	5.1%
\$250,000-\$499,999	31,600	41,000	52,500	77,500	86,959	23	58,030	3.7%
\$500,000-\$999,999	37,590	42,650	60,500	76,250	88,257	26	64,014	1.9%
Above \$1,000,000	41,000	49,127	58,200	75,836	90,728	78	62,240	3.8%
Budgets are not allocated to separate branch or libraries	39,600	45,200	52,500	69,000	.	7	55,922	5.8%
Don't know	37,962	45,000	52,000	68,441	80,000	126	56,512	4.3%
Primary Responsibility-Reference	38,500	46,500	55,174	70,000	85,000	315	59,280	4.0%

**Table 22 - Salary Distribution by Full-time Equivalent Employees in Library/Information Center**

U. S.

						Salary		Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Mean	Mean Percent Change
2 or less	40,600	51,250	69,300	83,350	89,400	25	67,500	5.5%
More than 2 to 4	35,360	45,850	54,080	70,000	90,000	49	59,028	4.6%
More than 4 to 9	40,100	47,375	56,000	72,160	85,000	70	60,640	4.1%
More than 9	39,550	45,570	55,000	67,250	83,750	154	58,439	3.6%
Primary Responsibility-Reference	38,500	46,500	55,174	70,000	85,000	315	59,280	4.0%

**Table 23 - Number and Percentage of Employees by Type of Benefits Provided by Institution Group**

	Total		Benefits provided by primary job					
	Count	Percent	Paid sick leave		Paid personal time off		Paid vacation	
			Cases	Percent	Cases	Percent	Cases	Percent
Federal Government	47	100.0%	44	93.6%	25	53.2%	40	85.1%
Other Government	18	100.0%	18	100.0%	12	66.7%	17	94.4%
Public Library-Subj and General	23	100.0%	22	95.7%	14	60.9%	22	95.7%
Academic-Subj Dept	41	100.0%	38	92.7%	19	46.3%	38	92.7%
Academic-General Campus	76	100.0%	71	93.4%	35	46.1%	68	89.5%
Finance & Insurance; Accounting	22	100.0%	22	100.0%	15	68.2%	22	100.0%
Information Services & Publishing	27	100.0%	25	92.6%	18	66.7%	26	96.3%
Manufacturing and Agriculture	3	100.0%	3	100.0%	3	100.0%	3	100.0%
Professional Services	79	100.0%	71	89.9%	54	68.4%	72	91.1%
Utilities; Transportation; Broadcasting; Movies; Trade	3	100.0%	2	66.7%	2	66.7%	2	66.7%
Associations; Museums; Advocacy, Health Care	1	100.0%	1	100.0%	1	100.0%	1	100.0%
Other	2	100.0%	1	50.0%	2	100.0%	2	100.0%
Primary Responsibility-Reference	342	100.0%	318	93.0%	200	58.5%	313	91.5%

**Table 23 - Number and Percentage of Employees by Type of Benefits Provided by Institution Group**

	Benefits provided by primary job							
	Medical insurance/group plan		Medical savings account		Dental insurance/group plan		Vision coverage	
	Cases	Percent	Cases	Percent	Cases	Percent	Cases	Percent
Federal Government	42	89.4%	25	53.2%	39	83.0%	28	59.6%
Other Government	18	100.0%	11	61.1%	18	100.0%	15	83.3%
Public Library-Subj and General	20	87.0%	11	47.8%	17	73.9%	16	69.6%
Academic-Subj Dept	37	90.2%	24	58.5%	35	85.4%	29	70.7%
Academic-General Campus	72	94.7%	52	68.4%	67	88.2%	53	69.7%
Finance & Insurance; Accounting	22	100.0%	14	63.6%	21	95.5%	21	95.5%
Information Services & Publishing	27	100.0%	20	74.1%	24	88.9%	23	85.2%
Manufacturing and Agriculture	3	100.0%	3	100.0%	3	100.0%	3	100.0%
Professional Services	76	96.2%	57	72.2%	75	94.9%	63	79.7%
Utilities; Transportation; Broadcasting; Movies; Trade	3	100.0%	2	66.7%	3	100.0%	2	66.7%
Associations; Museums; Advocacy, Health Care	1	100.0%	1	100.0%	1	100.0%		
Other	2	100.0%	1	50.0%	2	100.0%	2	100.0%
Primary Responsibility-Reference	323	94.4%	221	64.6%	305	89.2%	255	74.6%

**Table 23 - Number and Percentage of Employees by Type of Benefits Provided by Institution Group**

	Benefits provided by primary job							
	Life insurance		Retirement plan		Long-term disability		Short-term disability	
	Cases	Percent	Cases	Percent	Cases	Percent	Cases	Percent
Federal Government	36	76.6%	42	89.4%	25	53.2%	21	44.7%
Other Government	16	88.9%	17	94.4%	13	72.2%	13	72.2%
Public Library-Subj and General	14	60.9%	20	87.0%	9	39.1%	10	43.5%
Academic-Subj Dept	37	90.2%	35	85.4%	27	65.9%	24	58.5%
Academic-General Campus	62	81.6%	65	85.5%	61	80.3%	50	65.8%
Finance & Insurance; Accounting	20	90.9%	22	100.0%	15	68.2%	15	68.2%
Information Services & Publishing	25	92.6%	25	92.6%	20	74.1%	15	55.6%
Manufacturing and Agriculture	3	100.0%	2	66.7%	3	100.0%	2	66.7%
Professional Services	73	92.4%	71	89.9%	61	77.2%	61	77.2%
Utilities; Transportation; Broadcasting; Movies; Trade	3	100.0%	3	100.0%	2	66.7%	1	33.3%
Associations; Museums; Advocacy, Health Care	1	100.0%	1	100.0%	1	100.0%	1	100.0%
Other	2	100.0%	2	100.0%	1	50.0%	2	100.0%
Primary Responsibility-Reference	292	85.4%	305	89.2%	238	69.6%	215	62.9%

**Table 23 - Number and Percentage of Employees by Type of Benefits Provided by Institution Group**

	Benefits provided by primary job							
	Child day care		Time off for child or elder care		Employee assistance or wellness program		Profit sharing	
	Cases	Percent	Cases	Percent	Cases	Percent	Cases	Percent
Federal Government	7	14.9%	13	27.7%	21	44.7%	1	2.1%
Other Government			6	33.3%	11	61.1%		
Public Library-Subj and General	1	4.3%	10	43.5%	14	60.9%	1	4.3%
Academic-Subj Dept	5	12.2%	18	43.9%	28	68.3%	1	2.4%
Academic-General Campus	13	17.1%	22	28.9%	44	57.9%		
Finance & Insurance; Accounting	4	18.2%	8	36.4%	15	68.2%	5	22.7%
Information Services & Publishing	1	3.7%	10	37.0%	21	77.8%	6	22.2%
Manufacturing and Agriculture	1	33.3%	1	33.3%	2	66.7%		
Professional Services	13	16.5%	25	31.6%	59	74.7%	25	31.6%
Utilities; Transportation; Broadcasting; Movies; Trade			1	33.3%	2	66.7%	1	33.3%
Associations; Museums; Advocacy, Health Care					1	100.0%		
Other			1	50.0%	1	50.0%		
Primary Responsibility-Reference	45	13.2%	115	33.6%	219	64.0%	40	11.7%

**Table 23 - Number and Percentage of Employees by Type of Benefits Provided by Institution Group**

	Benefits provided by primary job					
	Education/ professional development assistance		Professional association memberships		Adoption assistance	
	Cases	Percent	Cases	Percent	Cases	Percent
Federal Government	26	55.3%	10	21.3%	4	8.5%
Other Government	8	44.4%	5	27.8%	1	5.6%
Public Library-Subj and General	15	65.2%	5	21.7%	1	4.3%
Academic-Subj Dept	31	75.6%	9	22.0%	2	4.9%
Academic-General Campus	58	76.3%	11	14.5%	3	3.9%
Finance & Insurance; Accounting	16	72.7%	17	77.3%	6	27.3%
Information Services & Publishing	19	70.4%	17	63.0%	1	3.7%
Manufacturing and Agriculture	1	33.3%	2	66.7%	1	33.3%
Professional Services	47	59.5%	63	79.7%	14	17.7%
Utilities; Transportation; Broadcasting; Movies; Trade	2	66.7%	2	66.7%	1	33.3%
Associations; Museums; Advocacy, Health Care	1	100.0%	1	100.0%	1	100.0%
Other	2	100.0%	1	50.0%	1	50.0%
Primary Responsibility-Reference	226	66.1%	143	41.8%	36	10.5%

**Table 24 - Health Insurance Plan Provided by Institution Group**

	Do you participate in an employee-offered health insurance plan?					
	Yes		No		Not Applicable	
	Count	Percent	Count	Percent	Count	Percent
Federal Government	36	76.6%	9	19.1%	2	4.3%
Other Government	17	94.4%	1	5.6%		
Public Library-Subj and General	17	60.7%	6	21.4%	5	17.9%
Academic-Subj Dept	34	81.0%	5	11.9%	3	7.1%
Academic-General Campus	60	75.9%	14	17.7%	5	6.3%
Finance & Insurance; Accounting	21	95.5%	1	4.5%		
Information Services & Publishing	25	89.3%	3	10.7%		
Manufacturing and Agriculture	3	75.0%			1	25.0%
Professional Services	70	88.6%	8	10.1%	1	1.3%
Utilities; Transportation; Broadcasting; Movies; Trade	3	100.0%				
Associations; Museums; Advocacy, Health Care	1	100.0%				
Other	1	50.0%	1	50.0%		
Total	288	81.6%	48	13.6%	17	4.8%

**Table 25 - Individual Coverage Health Insurance Plan Benefits Provided by Institution Group**

	How much, as a percent of salary, do you contribute towards the premium for health insurance?		How does this percent that you pay compare to the previous year?					
	Count	Mean	Higher		Lower		The same	
			Count	Count Percent	Count	Count Percent	Count	Count Percent
Federal Government	23	26.0%	10	37.0%			17	63.0%
Other Government	13	6.0%	2	15.4%	1	7.7%	10	76.9%
Public Library-Subj and General	14	19.6%	5	33.3%	3	20.0%	7	46.7%
Academic-Subj Dept	25	20.5%	8	25.8%	3	9.7%	20	64.5%
Academic-General Campus	49	10.5%	11	21.6%	5	9.8%	35	68.6%
Finance & Insurance; Accounting	14	13.2%	5	27.8%	1	5.6%	12	66.7%
Information Services & Publishing	17	11.3%	7	29.2%	2	8.3%	15	62.5%
Manufacturing and Agriculture	2	25.0%					2	100.0%
Professional Services	48	15.0%	21	34.4%	3	4.9%	37	60.7%
Utilities; Transportation; Broadcasting; Movies; Trade	3	21.7%	1	33.3%			2	66.7%
Other	1	20.0%					1	100.0%
Total	209	15.3%	70	28.5%	18	7.3%	158	64.2%



**Table 26 - Dependent Coverage Health Insurance Plan Benefits Provided by Institution Group**

	How much, as a percent of salary, do you contribute towards the premium for health insurance?		How does the percent you pay compare to the previous year?					
	Count	Mean	Higher		Lower		The same	
			Count	Percent	Count	Percent	Count	Percent
Federal Government	12	20.3%	2	15.4%			11	84.6%
Other Government	7	11.6%					7	100.0%
Public Library-Subj and General	8	11.4%	2	20.0%	1	10.0%	7	70.0%
Academic-Subj Dept	15	21.1%	5	27.8%	3	16.7%	10	55.6%
Academic-General Campus	23	28.9%	5	19.2%			21	80.8%
Finance & Insurance; Accounting	11	14.0%	3	21.4%			11	78.6%
Information Services & Publishing	11	17.3%	3	17.6%	1	5.9%	13	76.5%
Manufacturing and Agriculture	1	5.0%	1	50.0%			1	50.0%
Professional Services	30	21.5%	10	26.3%	2	5.3%	26	68.4%
Utilities; Transportation; Broadcasting; Movies; Trade	2	67.5%	1	50.0%			1	50.0%
Other	1	20.0%					1	100.0%
Total	121	21.0%	32	21.6%	7	4.7%	109	73.6%

**Table 27 - Total Outlay for Health Insurance Benefits by Institution Group**

	How does your total outlay for health insurance benefits compare to the incremental change in your salary for 2008?					
	Increase in health insurance premium is HIGHER THAN the increase in salary		Increase in health insurance premium is LOWER THAN the increase in salary		Increase in health insurance premium is the SAME as the increase in salary	
	Count	Percent	Count	Percent	Count	Percent
Federal Government	8	30.8%	11	42.3%	7	26.9%
Other Government	1	7.7%	6	46.2%	6	46.2%
Public Library-Subj and General	3	21.4%	4	28.6%	7	50.0%
Academic-Subj Dept	9	36.0%	10	40.0%	6	24.0%
Academic-General Campus	12	27.3%	15	34.1%	17	38.6%
Finance & Insurance; Accounting	4	25.0%	7	43.8%	5	31.3%
Information Services & Publishing	5	23.8%	9	42.9%	7	33.3%
Manufacturing and Agriculture			1	33.3%	2	66.7%
Professional Services	15	28.3%	17	32.1%	21	39.6%
Utilities; Transportation; Broadcasting; Movies; Trade			1	50.0%	1	50.0%
Associations; Museums; Advocacy, Health Care					1	100.0%
Other			1	100.0%		
Total	57	26.0%	82	37.4%	80	36.5%

**Table 28 - Salary Distribution by Employed/Self-Employed Status**

U. S.

						Salary		Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Mean	Mean Percent Change
Not Self-employed	38,400	46,500	55,174	70,000	85,000	313	59,295	4.0%
Primary Responsibility-Reference	38,500	46,500	55,174	70,000	85,000	315	59,280	4.0%

**Table 29 - Salary Distribution by Contract Basis at Primary Job**

U. S.

						Salary		Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Mean	Mean Percent Change
Work on Contract Basis	39,647	47,500	50,300	56,140	60,160	27	50,512	3.8%
Do Not Work on Contract Basis	38,160	46,500	56,653	72,000	86,739	287	60,103	4.0%
Primary Responsibility-Reference	38,500	46,500	55,174	70,000	85,000	315	59,280	4.0%

**Table 30 - Salary Distribution by Number of Part-time Jobs Held**

U. S.

						Salary		Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Mean	Mean Percent Change
One	21,000	29,227	38,688	56,000	74,400	29	43,384	3.2%
Two	8,000	22,880	33,928	39,520	.	7	37,644	-3.7%
Primary Responsibility-Reference	17,000	27,186	36,000	51,825	74,400	39	40,725	1.6%

**Table 31 - Salary Distribution by Number of Part-time Hours Worked per Week**

U. S.

						Salary		Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Mean	Mean Percent Change
11-20 Hours	9,000	20,950	31,273	45,417	84,521	14	36,352	1.5%
21-30 Hours	15,200	31,490	38,688	59,610	76,576	17	43,324	1.4%
31 or More Hours	28,800	29,700	42,750	63,870	.	6	48,297	1.5%
Primary Responsibility-Reference	17,000	27,186	36,000	51,825	74,400	39	40,725	1.6%

**Table 32 - Salary Distribution by Reasons for Working Part-time**

U. S.

						Salary		Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Mean	Mean Percent Change
Respondent's Choice	21,500	30,820	40,300	64,170	89,960	20	47,883	3.0%
Unable to Secure Full-time Work	13,000	22,900	34,320	42,411	.	9	35,417	8.8%
Other	6,580	22,360	27,820	45,945	60,648	10	31,184	-9.1%
Primary Responsibility-Reference	17,000	27,186	36,000	51,825	74,400	39	40,725	1.6%

**Table 33 - Average Hourly Rate for Part-time Employees by Census Division**

	Work-related earnings/hour 4/1/2008					Mean Percent Change 2007-2008
	First Quartile 25%	Median 50%	Third Quartile 75%	Number	Mean	
Middle Atlantic	14.30	19.00	21.00	5	17.92	3.5%
East N. Central	11.00	13.07	25.25	5	17.11	-4.0%
TOTAL	13.89	18.80	29.50	20	22.06	1.6%

# UNITED STATES

## **Chapter Eleven** **General Responsibilities**



**Table 1 - Salary Distribution by Census Division**

U. S.

						Salary		Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Mean	Mean Percent Change
New England	50,219	56,525	62,000	72,750	90,990	30	65,887	5.2%
Middle Atlantic	41,200	48,000	58,240	80,000	93,698	75	63,615	3.8%
South Atlantic	38,600	47,500	59,939	74,000	87,867	95	62,183	6.8%
East S. Central	34,500	40,000	49,500	69,950	84,097	14	54,464	3.0%
West S. Central	35,359	42,000	56,784	68,000	83,760	31	57,960	4.7%
East N. Central	39,700	45,024	54,000	65,000	78,600	76	56,864	5.0%
West N. Central	35,850	46,500	52,000	61,052	74,400	36	54,321	4.1%
Mountain	34,934	42,600	49,500	59,250	68,282	26	51,367	4.0%
Pacific	41,486	54,000	65,000	80,451	91,696	88	67,873	6.3%
Primary Responsibility-General	40,000	48,000	58,240	72,000	85,997	471	61,146	5.2%

**Table 2 - Salary Distribution by Metropolitan Area**

U. S.

						Salary		Percent change
	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
Springfield, MA; NH, Provid., RI; Hartford, CT; Portland, ME	39,492	50,050	65,000	70,000	75,000	11	61,324	5.7%
Boston CMSA - incl. Cambridge, Worcester, MA	54,022	56,775	62,000	71,750	99,500	16	66,821	5.2%
New York City CMSA - incl. Princeton; New Haven; Stony Brook	44,000	55,000	70,000	86,100	103,200	48	71,253	3.8%
Albany, NY; Rochester, NY; Binghamton, NY	35,000	44,993	53,425	68,604	.	8	56,206	3.7%
Harrisburg, PA; Pittsburgh, PA; University Park, PA	30,000	44,500	50,000	62,155	.	9	52,846	5.4%
Philadelphia, CMSA - incl. West Chester, PA; Wilmington, DE	33,400	44,875	50,690	57,120	68,000	13	51,045	5.7%
Washington, DC CMSA - incl. Baltimore, MD; Alexandria, VA	46,492	55,000	67,500	80,000	89,205	47	69,154	7.3%
Richmond, VA; Blacksburg, VA; Morgantown, WV	32,000	34,250	46,000	62,125	.	6	47,750	10.7%
NC - incl. Charlotte; Durham; Raleigh; Winston Salem	37,000	40,000	45,000	92,000	104,480	11	58,355	5.4%
GA - incl. Atlanta; Macon	41,000	48,000	54,117	62,200	.	9	55,319	6.1%
FL - incl. Tallahassee; Miami; Tampa	37,400	43,840	51,200	62,470	80,000	17	54,747	4.4%
KY - incl. Lexington; Louisville	29,500	34,500	40,000	53,000	.	5	43,000	4.8%
Cleveland CMSA - incl. Akron	42,000	44,321	54,000	64,550	.	6	54,749	2.5%
Indianapolis, IN; West Lafayette, IN	39,000	44,250	54,000	76,000	.	5	58,900	4.3%
Detroit CMSA - incl. Ann Arbor, Southfield	41,200	45,211	64,000	65,000	78,820	15	60,384	5.4%
East Lansing, MI; Kalamazoo, MI; Madison, WI	40,000	50,000	54,250	63,000	.	8	55,438	4.3%
Minneapolis, MN; St. Paul, MN	36,500	48,250	51,500	54,717	75,100	14	52,812	2.2%
Chicago CMSA - incl. Hinsdale, Des Plaines	37,820	50,000	58,000	75,000	82,540	23	61,538	7.2%
Champaign, IL; Springfield, IL	42,000	43,125	50,211	57,412	.	6	50,262	3.4%
MO - incl. St. Louis; Kansas City	45,500	48,875	60,000	66,500	79,675	14	59,741	6.6%
KS and NE - incl. Lawrence, KS; Wichita, KS; Omaha, NE	27,996	31,600	39,989	64,392	.	6	48,884	3.5%
LA and MS - incl. New Orleans; Baton Rouge; Vicksburg	40,000	41,000	56,784	71,230	.	5	56,249	3.7%
Dallas CMSA - incl. Irving; Fort Worth	34,324	38,206	52,650	70,920	.	6	54,947	9.0%
Houston CMSA - incl. Spring; Sugarland	41,458	49,645	59,250	78,750	110,700	10	65,483	3.7%
Austin, TX; San Antonio, TX; El Paso, TX	19,500	35,675	51,000	72,500	.	8	52,625	3.8%
Denver CMSA - incl. Boulder; and Colorado Springs	51,000	55,000	60,000	65,000	.	7	61,647	2.5%
AZ and NV - incl. Phoenix; Tucson; Tempe; Las Vegas	40,560	43,500	48,569	58,800	62,180	11	49,870	2.5%
Los Angeles, CMSA - incl. Pasadena; and Santa Barbara	50,250	55,810	63,500	75,000	105,470	16	68,397	3.9%
San Diego, CA; La Jolla, CA	39,520	58,280	78,000	87,100	.	9	72,982	8.4%
San Francisco CMSA - incl. Mountain View; San Jose; Oakland	45,540	60,000	75,250	88,900	109,400	35	75,342	5.5%
HI; AK - incl. Honolulu; Anchorage	40,000	46,000	55,250	75,640	.	5	59,706	11.2%

**Table 2 - Salary Distribution by Metropolitan Area**

U. S.

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
Portland, CMSA - incl. Salem; and Eugene	38,119	42,047	45,900	57,454	75,122	10	49,633	6.2%
Seattle CMSA - incl. Bellevue; Olympia	30,000	49,000	61,000	63,731	.	7	54,982	13.2%
Primary Responsibility-General	40,000	48,000	58,240	72,000	85,997	471	61,146	5.2%

**Table 3 - Salary Distribution by Subject Degree Field**

U. S.

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
Doctorate	42,840	49,500	60,500	65,750	85,390	14	60,348	6.7%
Master	39,350	47,625	57,600	72,338	91,300	146	61,790	5.8%
Bachelor	39,504	47,526	58,649	72,000	82,400	281	60,642	5.0%
Some college but no degree	32,000	41,500	59,000	80,000	.	9	59,551	3.2%
No college	42,800	48,950	54,346	75,900	.	6	59,949	5.1%
Primary Responsibility-General	40,000	48,000	58,240	72,000	85,997	471	61,146	5.2%

**Table 4 - Salary Distribution by Library/Information Science Degree**

U. S.

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
Master	40,000	48,552	58,993	73,050	87,175	414	62,280	5.4%
Bachelor	28,696	36,500	47,830	53,494	60,400	10	45,765	4.6%
Some college but no degree	34,060	38,500	51,000	59,500	72,800	21	50,529	4.0%
No college	32,980	39,615	46,500	63,750	83,300	16	52,348	4.0%
Primary Responsibility-General	40,000	48,000	58,240	72,000	85,997	471	61,146	5.2%



**Table 5 - Salary Distribution by Degree Held**

U. S.

						Salary		Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Mean	Mean Percent Change
Biomedical Sciences	37,270	41,500	56,125	72,235	100,907	18	59,651	6.4%
Business, Human Resources, Public Administration	39,400	50,000	57,000	75,000	94,760	43	63,927	6.7%
Communications/Journalism/ Public Relations	40,850	47,625	52,594	80,000	110,000	18	61,942	7.2%
Computer Sciences	36,000	40,500	60,493	94,490	.	6	67,496	3.5%
Earth Sciences	30,800	46,800	65,000	78,000	107,600	11	66,073	4.2%
Education	37,000	45,163	54,500	67,115	88,390	44	57,254	4.0%
English/Literature/ Composition	37,800	44,000	55,000	67,000	82,160	107	57,675	5.8%
Fine and Applied Arts	35,205	40,500	50,000	66,000	95,000	29	56,237	6.5%
Foreign Languages/ Culture studies	36,600	41,000	57,000	68,000	81,000	27	56,835	4.3%
General Studies	37,900	46,500	64,145	79,100	92,600	13	63,557	3.9%
History	42,000	49,000	62,000	72,000	82,900	69	62,222	4.0%
Law	41,200	45,000	60,000	68,000	97,811	15	61,859	6.3%
Philosophy, Religion	41,000	48,500	54,500	82,973	94,700	12	62,440	5.5%
Physical Sciences	40,000	45,094	58,900	71,000	94,718	19	64,933	4.2%
Social Sciences	42,150	50,250	60,000	73,213	84,350	72	62,984	3.7%
Other	37,800	47,025	58,100	69,750	88,270	76	60,709	5.0%
Primary Responsibility-General	40,000	48,000	58,240	72,000	85,997	471	61,146	5.2%

**Table 6 - Salary Distribution by Years of Library Experience**

U. S.

						Salary		Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Mean	Mean Percent Change
2 or less	35,000	40,000	46,500	52,000	60,000	39	47,239	12.7%
3-5 Years	36,480	40,000	49,500	58,248	66,000	45	50,572	7.1%
6-10 Years	38,600	44,000	56,700	66,560	76,800	75	57,092	6.6%
11-15 Years	39,500	48,476	56,627	70,500	88,450	54	60,345	5.8%
16-20 Years	41,200	51,000	59,000	73,000	83,541	71	62,047	3.4%
21-25 Years	43,628	55,000	66,560	79,650	97,280	61	68,990	4.0%
26 Years or More	45,127	52,300	64,000	82,000	92,407	125	67,981	3.4%
Primary Responsibility-General	40,000	48,000	58,240	72,000	85,997	471	61,146	5.2%

**Table 7 - Salary Distribution by Years of Total Work Experience**

U. S.

						Salary		Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Mean	Mean Percent Change
3-5 Years	34,600	38,500	48,000	53,000	62,880	15	47,345	9.4%
6-10 Years	37,400	43,500	50,000	56,625	66,800	33	51,145	10.3%
11-15 Years	40,000	45,963	53,000	67,000	81,000	49	58,396	6.6%
16-20 Years	40,000	45,000	59,970	69,750	83,870	56	60,182	5.2%
21-25 Years	39,750	46,375	55,000	70,250	86,050	74	59,804	4.4%
26 Years or More	40,100	50,013	62,000	75,768	91,000	240	64,629	4.3%
Primary Responsibility-General	40,000	48,000	58,240	72,000	85,997	471	61,146	5.2%

**Table 8 - Salary Distribution by Gender**

U. S.

						Salary		Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Mean	Mean Percent Change
Female	39,712	47,739	57,200	71,703	83,472	393	60,200	5.4%
Male	39,000	48,000	62,000	80,000	101,006	67	65,957	4.6%
Primary Responsibility-General	40,000	48,000	58,240	72,000	85,997	471	61,146	5.2%

**Table 9 - Salary Distribution by Ethnicity/ Race**

U. S.

						Salary		Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Mean	Mean Percent Change
Asian, Pacific Islander	40,680	47,250	56,500	72,632	80,800	14	59,700	3.1%
Black	38,600	42,050	60,500	83,424	97,400	17	64,296	5.3%
Hispanic	45,000	50,250	70,850	103,600	.	6	79,733	10.3%
White	39,520	48,000	58,240	72,000	85,000	419	60,962	5.2%
Primary Responsibility-General	40,000	48,000	58,240	72,000	85,997	471	61,146	5.2%

**Table 10 - Salary Distribution by Number of Employees**

U. S.

						Salary		Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Mean	Mean Percent Change
2-9 Employees	45,000	45,047	46,500	72,998	.	5	56,518	2.5%
10-24 Employees	35,000	41,000	45,000	55,000	81,000	19	50,410	6.4%
25-99 Employees	35,150	40,000	50,250	67,875	83,750	52	54,751	6.0%
100-499 Employees	40,000	50,013	60,500	72,000	83,202	120	60,802	5.6%
500-999 Employees	41,800	47,375	57,100	71,000	90,084	38	60,826	3.9%
1,000-2,499 Employees	40,200	50,500	61,000	79,650	90,240	61	63,809	5.9%
2,500-4,999 Employees	38,000	45,000	59,000	70,000	83,980	43	61,205	5.2%
5,000-9,999 Employees	43,800	50,000	57,000	72,000	97,207	43	64,969	6.5%
10,000 or more Employees	45,169	49,500	60,500	75,000	95,600	87	65,150	3.8%
Primary Responsibility-General	40,000	48,000	58,240	72,000	85,997	471	61,146	5.2%

**Table 11 - Salary Distribution by Non-profit Status**

U. S.

						Salary		Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Mean	Mean Percent Change
Work in a Non-profit Organization	38,000	45,431	56,000	66,500	80,000	221	57,640	5.2%
Work in a For-profit Organization	40,800	49,000	61,000	78,000	91,000	247	64,208	5.3%
Primary Responsibility-General	40,000	48,000	58,240	72,000	85,997	471	61,146	5.2%

**Table 12 - Salary Distribution by Business Sector**

U. S.

						Salary		Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Mean	Mean Percent Change
Government	36,050	45,750	58,478	70,211	81,780	50	58,758	5.8%
Public Library	31,000	33,000	35,000	37,100	.	5	35,040	16.6%
Academic Institution	36,800	41,978	51,000	59,939	71,800	71	52,418	4.2%
Other Organizations	42,000	50,000	60,500	75,000	89,400	345	63,667	5.2%
Primary Responsibility-General	40,000	48,000	58,240	72,000	85,997	471	61,146	5.2%

**Table 13 - Salary Distribution by Institution/Industry**

U. S.

						Salary		Percent change
	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
Federal Government	40,000	51,605	69,000	77,450	93,118	22	67,337	5.3%
Other Government	34,500	45,000	51,200	62,000	78,281	31	53,847	5.8%
Public Library-General	31,000	33,000	35,000	37,100	.	5	35,040	16.6%
Academic-Subj Dept	38,237	45,650	56,254	65,000	80,960	51	56,285	3.8%
Academic-General Campus	34,650	39,125	43,890	50,250	53,500	24	43,905	6.8%
Associations & Labor Unions	41,400	54,059	62,000	74,500	86,109	33	63,636	4.0%
Finance - except insurance	43,380	52,000	62,000	110,000	126,939	15	79,173	7.9%
Finance - insurance carriers, funds, trusts	51,000	65,000	79,900	80,000	.	7	75,081	2.5%
Health Care & Social Assistance	40,000	49,606	57,620	70,500	86,750	34	60,653	6.0%
Manufacturing - aerospace products & parts	48,528	55,500	63,000	74,799	82,681	17	64,694	5.3%
Manufacturing - chemical, except pharm. /med. chemical	37,400	51,000	57,000	71,000	81,360	15	59,967	3.9%
Manufacturing - computers & electronic product	48,569	49,642	68,901	101,050	.	6	78,762	7.0%
Manufacturing - food, beverage & tobacco	52,500	54,750	60,310	90,450	.	5	70,142	3.9%
Manufacturing - miscellaneous	50,000	54,500	75,597	83,965	.	6	72,409	4.6%
Manufacturing - pharmaceuticals & medical chemicals	66,704	71,900	105,000	109,250	129,800	10	95,459	1.6%
Museums & Historical Sites	39,964	41,250	45,000	55,000	61,269	12	47,754	4.9%
Professional Services - advertising & PR/direct mail	36,000	38,750	44,461	51,500	.	5	44,992	3.2%
Professional Services - architectural & engineering design	44,000	47,963	57,500	70,070	80,000	29	58,548	5.1%
Professional Services - legal	42,000	52,494	65,000	78,000	87,600	54	65,921	6.6%
Professional Services - mngt., scientific/tech. consulting	50,000	55,400	60,264	68,500	.	6	62,288	5.3%
Professional Services - scientific research & development	38,200	50,883	65,000	84,750	94,174	21	64,955	6.2%
Publishing - newspaper, periodical, book	36,086	41,840	53,275	65,250	80,400	10	55,171	2.4%
Religious, Grantmaking and Giving, Social Advocacy	35,000	38,000	56,000	58,000	.	7	52,429	10.3%
Utilities	45,000	48,500	62,400	81,675	.	5	64,550	2.6%
Other	25,700	42,000	54,000	73,000	93,205	13	57,193	3.0%
Primary Responsibility-General	40,000	48,000	58,240	72,000	85,997	471	61,146	5.2%

**Table 14 - Salary Distribution by Institution/Industry and Library/ Information Center Annual Budget**

							Salary		Percent change
Institution/Current Budget		10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Mean	Mean Percent Change
Other Government	Under \$25,000	33,282	42,000	47,552	58,849	82,390	11	51,372	6.8%
	\$100,000-\$249,999	47,500	49,350	68,000	77,953	.	5	64,521	
Academic-Subj Dept	Under \$25,000	33,400	40,000	50,300	61,800	.	8	50,900	3.4%
	\$25,000-\$49,999	45,000	48,375	55,627	58,850	.	6	53,926	2.9%
	\$50,000-\$74,999	44,140	45,070	58,000	62,600	.	5	54,668	2.6%
	\$250,000-\$499,999	50,000	55,025	68,230	88,100	.	6	70,593	3.3%
	\$500,000-\$999,999	57,000	59,250	66,000	70,250	.	6	65,000	5.9%
Academic-General Campus	Under \$25,000	34,300	39,650	48,000	53,000	.	5	46,660	19.8%
	\$100,000-\$249,999	38,000	38,500	43,680	52,470	.	5	45,124	2.8%
Associations & Labor Unions	\$25,000-\$49,999	40,000	47,650	61,000	67,000	.	9	59,367	3.2%
	\$50,000-\$74,999	55,000	55,000	63,000	70,110	.	7	65,059	4.1%
Health Care & Social Assistance	\$75,000-\$99,999	37,700	47,000	55,250	57,000	.	7	51,711	7.3%
	\$100,000-\$249,999	48,042	49,606	58,000	84,375	99,002	10	65,576	2.4%
Professional Services - architectural & engineering design	Under \$25,000	35,000	39,500	44,000	62,820	.	5	49,728	4.3%
	\$25,000-\$49,999	40,000	44,500	63,731	73,500	.	5	59,946	11.4%
	\$100,000-\$249,999	48,000	53,250	62,000	77,625	.	5	64,750	2.4%
	Budgets are not allocated to separate branch or libraries	46,800	47,925	49,000	61,069	.	7	55,813	3.9%
	\$100,000-\$249,999	50,000	53,000	62,400	74,000	.	9	65,711	6.6%
Professional Services - legal	\$250,000-\$499,999	42,400	62,000	70,200	83,600	98,800	15	71,153	4.8%
	\$500,000-\$999,999	50,000	62,150	72,000	83,850	.	9	71,556	3.9%
	Above \$1,000,000	42,000	48,000	77,000	87,009	.	5	69,404	12.3%
	Don't know	39,600	42,000	62,000	68,000	73,200	11	57,500	8.3%
Professional Services - scientific	\$100,000-\$249,999	29,000	50,500	61,500	85,750	.	8	64,250	9.0%

**Table 15 - Salary Distribution by Union vs. Non-union**

U. S.

						Salary		Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Mean	Mean Percent Change
Wages/Salary Set by Collective Bargaining Agreement	35,037	47,552	58,200	70,110	83,299	31	59,079	3.0%
Wages/Salary Not Set by Collective Bargaining Agreement	40,000	48,000	58,649	72,400	86,878	437	61,376	5.4%
Primary Responsibility-General	40,000	48,000	58,240	72,000	85,997	471	61,146	5.2%

**Table 16 - Salary Distribution by Number of Years with Present Employer**

U. S.

						Salary		Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Mean	Mean Percent Change
Less than Two Years	35,000	41,090	50,210	60,000	70,400	68	52,703	11.8%
Two Years	35,250	43,125	49,000	66,500	97,418	34	58,538	6.9%
3-5 Years	35,560	43,800	57,000	69,000	87,380	97	58,358	5.1%
6-10 Years	42,000	51,000	61,264	74,149	80,100	98	62,588	3.5%
11-15 Years	42,640	51,000	59,000	75,500	95,774	57	64,725	2.9%
16-20 Years	44,100	53,500	64,000	76,745	89,945	46	65,441	3.5%
21-25 Years	39,400	49,606	64,500	80,951	90,300	26	65,288	3.7%
26 Years or more	45,169	50,525	60,500	81,450	95,166	37	67,227	2.7%
Primary Responsibility-General	40,000	48,000	58,240	72,000	85,997	471	61,146	5.2%

**Table 17 - Salary Distribution by Number of Employees Supervised or Managed**

U. S.

						Salary		Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Mean	Mean Percent Change
None	40,000	45,825	55,000	67,030	82,441	241	58,457	5.6%
1-2 Employees	41,216	50,025	61,069	77,500	90,000	185	64,704	4.8%
3-4 Employees	36,462	42,760	59,493	73,554	97,494	26	60,457	5.5%
5-6 Employees	19,500	34,000	63,731	75,000	.	7	59,176	4.7%
7-9 Employees	38,000	45,000	54,000	70,000	.	7	56,249	6.1%
Primary Responsibility-General	40,000	48,000	58,240	72,000	85,997	471	61,146	5.2%

**Table 18 - Salary Distribution by Primary Job Responsibility**

U. S.

						Salary		Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Mean	Mean Percent Change
General Responsibilities	40,000	48,000	58,240	72,000	85,997	471	61,146	5.2%
Primary Responsibility-General	40,000	48,000	58,240	72,000	85,997	471	61,146	5.2%

**Table 19 - Salary Distribution by Job Title**

U. S.

						Salary		Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Mean	Mean Percent Change
Chief Info Officer/V.P./ Exec	35,000	40,000	59,000	102,359	.	5	68,744	4.7%
Director/Manager	43,840	50,768	64,000	79,975	92,000	204	66,723	4.9%
Asst Mngr./Dept./Section Head	35,490	40,000	55,850	66,500	82,300	36	57,292	4.0%
Librarian/Info Specialist/Researcher	38,000	45,182	54,059	65,000	80,000	218	56,623	5.7%
Primary Responsibility-General	40,000	48,000	58,240	72,000	85,997	471	61,146	5.2%

**Table 20 - Salary Distribution by Library or Information Resource Center Setting**

U. S.

						Salary		Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Mean	Mean Percent Change
Work in Library or Information Resource Center	39,516	47,963	58,240	71,703	86,080	437	60,895	5.4%
Do Not Work in Library or Information Resource Center	42,400	50,000	60,000	80,000	92,800	33	64,841	3.4%
Primary Responsibility-General	40,000	48,000	58,240	72,000	85,997	471	61,146	5.2%

**Table 21 - Salary Distribution by Library/ Information Center Annual Budget**

U. S.

						Salary		Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Mean	Mean Percent Change
Under \$25,000	35,103	41,125	49,000	57,675	70,070	54	51,079	5.5%
\$25,000-\$49,999	37,550	43,875	53,846	63,933	73,400	52	55,178	5.9%
\$50,000-\$74,999	39,350	51,250	58,148	66,500	82,974	40	59,933	5.1%
\$75,000-\$99,999	38,600	42,500	52,500	61,550	81,941	24	56,477	6.8%
\$100,000-\$249,999	41,882	50,000	59,939	73,974	89,400	85	62,587	5.0%
\$250,000-\$499,999	45,200	56,000	69,000	82,801	91,000	51	69,431	5.0%
\$500,000-\$999,999	50,500	60,300	72,000	87,000	98,950	31	73,991	4.2%
Above \$1,000,000	46,149	54,000	66,560	98,009	128,200	21	76,940	5.6%
Budgets are not allocated to separate branch or libraries	35,400	46,900	60,310	75,950	92,000	37	61,254	5.0%
Don't know	38,000	40,000	50,500	62,000	72,800	42	52,241	6.1%
Primary Responsibility-General	40,000	48,000	58,240	72,000	85,997	471	61,146	5.2%

**Table 22 - Salary Distribution by Full-time Equivalent Employees in Library/Information Center**

U. S.

						Number	Salary	Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile		Mean	Mean Percent Change
2 or less	40,000	48,000	58,000	70,200	83,304	339	59,931	5.6%
More than 2 to 4	41,500	49,000	65,000	80,000	104,217	47	67,520	3.2%
More than 4 to 9	34,100	37,650	54,000	66,170	74,500	20	53,079	4.9%
More than 9	38,600	50,450	63,000	89,000	107,800	13	70,173	9.8%
Primary Responsibility-General	40,000	48,000	58,240	72,000	85,997	471	61,146	5.2%

**Table 23 - Number and Percentage of Employees by Type of Benefits Provided by Institution Group**

	Total		Benefits provided by primary job					
	Count	Percent	Paid sick leave		Paid personal time off		Paid vacation	
			Cases	Percent	Cases	Percent	Cases	Percent
Federal Government	22	100.0%	16	72.7%	11	50.0%	17	77.3%
Other Government	35	100.0%	35	100.0%	28	80.0%	33	94.3%
Public Library-Subj and General	9	100.0%	9	100.0%	7	77.8%	8	88.9%
Academic-Subj Dept	58	100.0%	55	94.8%	34	58.6%	56	96.6%
Academic-General Campus	25	100.0%	21	84.0%	14	56.0%	21	84.0%
Finance & Insurance; Accounting	65	100.0%	59	90.8%	41	63.1%	60	92.3%
Information Services & Publishing	100	100.0%	87	87.0%	72	72.0%	95	95.0%
Manufacturing and Agriculture	15	100.0%	15	100.0%	11	73.3%	15	100.0%
Professional Services	151	100.0%	131	86.8%	95	62.9%	134	88.7%
Utilities; Transportation; Broadcasting; Movies; Trade	19	100.0%	18	94.7%	12	63.2%	18	94.7%
Associations; Museums; Advocacy, Health Care	2	100.0%	2	100.0%	2	100.0%	2	100.0%
Other	13	100.0%	13	100.0%	10	76.9%	11	84.6%
Primary Responsibility-General	514	100.0%	461	89.7%	337	65.6%	470	91.4%



**Table 23 - Number and Percentage of Employees by Type of Benefits Provided by Institution Group**

	Benefits provided by primary job							
	Medical insurance/group plan		Medical savings account		Dental insurance/group plan		Vision coverage	
	Cases	Percent	Cases	Percent	Cases	Percent	Cases	Percent
Federal Government	22	100.0%	14	63.6%	18	81.8%	16	72.7%
Other Government	34	97.1%	19	54.3%	32	91.4%	27	77.1%
Public Library-Subj and General	7	77.8%	2	22.2%	6	66.7%	4	44.4%
Academic-Subj Dept	56	96.6%	32	55.2%	54	93.1%	38	65.5%
Academic-General Campus	23	92.0%	17	68.0%	22	88.0%	20	80.0%
Finance & Insurance; Accounting	64	98.5%	42	64.6%	54	83.1%	47	72.3%
Information Services & Publishing	99	99.0%	77	77.0%	98	98.0%	83	83.0%
Manufacturing and Agriculture	15	100.0%	10	66.7%	15	100.0%	14	93.3%
Professional Services	143	94.7%	108	71.5%	132	87.4%	116	76.8%
Utilities; Transportation; Broadcasting; Movies; Trade	18	94.7%	15	78.9%	16	84.2%	15	78.9%
Associations; Museums; Advocacy, Health Care	2	100.0%	2	100.0%	2	100.0%	1	50.0%
Other	13	100.0%	9	69.2%	12	92.3%	9	69.2%
Primary Responsibility-General	496	96.5%	347	67.5%	461	89.7%	390	75.9%

**Table 23 - Number and Percentage of Employees by Type of Benefits Provided by Institution Group**

	Benefits provided by primary job							
	Life insurance		Retirement plan		Long-term disability		Short-term disability	
	Cases	Percent	Cases	Percent	Cases	Percent	Cases	Percent
Federal Government	16	72.7%	19	86.4%	14	63.6%	10	45.5%
Other Government	26	74.3%	35	100.0%	22	62.9%	21	60.0%
Public Library-Subj and General	4	44.4%	6	66.7%	3	33.3%	3	33.3%
Academic-Subj Dept	50	86.2%	54	93.1%	36	62.1%	33	56.9%
Academic-General Campus	19	76.0%	22	88.0%	18	72.0%	21	84.0%
Finance & Insurance; Accounting	53	81.5%	59	90.8%	48	73.8%	38	58.5%
Information Services & Publishing	91	91.0%	94	94.0%	81	81.0%	80	80.0%
Manufacturing and Agriculture	14	93.3%	13	86.7%	11	73.3%	11	73.3%
Professional Services	124	82.1%	121	80.1%	113	74.8%	106	70.2%
Utilities; Transportation; Broadcasting; Movies; Trade	17	89.5%	17	89.5%	18	94.7%	16	84.2%
Associations; Museums; Advocacy, Health Care	2	100.0%	2	100.0%	2	100.0%	1	50.0%
Other	10	76.9%	10	76.9%	9	69.2%	10	76.9%
Primary Responsibility-General	426	82.9%	452	87.9%	375	73.0%	350	68.1%

**Table 23 - Number and Percentage of Employees by Type of Benefits Provided by Institution Group**

	Benefits provided by primary job							
	Child day care		Time off for child or elder care		Employee assistance or wellness program		Profit sharing	
	Cases	Percent	Cases	Percent	Cases	Percent	Cases	Percent
Federal Government	1	4.5%	6	27.3%	10	45.5%	3	13.6%
Other Government	1	2.9%	15	42.9%	27	77.1%	1	2.9%
Public Library-Subj and General			1	11.1%	4	44.4%		
Academic-Subj Dept	6	10.3%	19	32.8%	37	63.8%	1	1.7%
Academic-General Campus	5	20.0%	5	20.0%	15	60.0%	5	20.0%
Finance & Insurance; Accounting	5	7.7%	21	32.3%	40	61.5%	19	29.2%
Information Services & Publishing	13	13.0%	36	36.0%	80	80.0%	37	37.0%
Manufacturing and Agriculture	3	20.0%	7	46.7%	12	80.0%	4	26.7%
Professional Services	8	5.3%	43	28.5%	97	64.2%	62	41.1%
Utilities; Transportation; Broadcasting; Movies; Trade	1	5.3%	7	36.8%	16	84.2%	2	10.5%
Associations; Museums; Advocacy, Health Care					2	100.0%	2	100.0%
Other			4	30.8%	7	53.8%	3	23.1%
Primary Responsibility-General	43	8.4%	164	31.9%	347	67.5%	139	27.0%

**Table 23 - Number and Percentage of Employees by Type of Benefits Provided by Institution Group**

	Benefits provided by primary job					
	Education/ professional development assistance		Professional association memberships		Adoption assistance	
	Cases	Percent	Cases	Percent	Cases	Percent
Federal Government	14	63.6%	10	45.5%	1	4.5%
Other Government	24	68.6%	19	54.3%	1	2.9%
Public Library-Subj and General	2	22.2%	3	33.3%		
Academic-Subj Dept	43	74.1%	28	48.3%	6	10.3%
Academic-General Campus	19	76.0%	16	64.0%	2	8.0%
Finance & Insurance; Accounting	46	70.8%	56	86.2%	6	9.2%
Information Services & Publishing	78	78.0%	81	81.0%	18	18.0%
Manufacturing and Agriculture	14	93.3%	12	80.0%	2	13.3%
Professional Services	96	63.6%	126	83.4%	13	8.6%
Utilities; Transportation; Broadcasting; Movies; Trade	16	84.2%	17	89.5%	4	21.1%
Associations; Museums; Advocacy, Health Care	2	100.0%	2	100.0%	2	100.0%
Other	7	53.8%	8	61.5%	1	7.7%
Primary Responsibility-General	361	70.2%	378	73.5%	56	10.9%

**Table 24 - Health Insurance Plan Provided by Institution Group**

	Do you participate in an employee-offered health insurance plan?					
	Yes		No		Not Applicable	
	Count	Percent	Count	Percent	Count	Percent
Federal Government	18	81.8%	4	18.2%		
Other Government	26	74.3%	7	20.0%	2	5.7%
Public Library-Subj and General	6	75.0%	2	25.0%		
Academic-Subj Dept	54	90.0%	6	10.0%		
Academic-General Campus	19	76.0%	5	20.0%	1	4.0%
Finance & Insurance; Accounting	52	78.8%	14	21.2%		
Information Services & Publishing	90	88.2%	9	8.8%	3	2.9%
Manufacturing and Agriculture	13	81.3%	3	18.8%		
Professional Services	128	84.2%	16	10.5%	8	5.3%
Utilities; Transportation; Broadcasting; Movies; Trade	16	84.2%	3	15.8%		
Associations; Museums; Advocacy, Health Care	2	100.0%				
Other	11	78.6%	2	14.3%	1	7.1%
Total	435	83.5%	71	13.6%	15	2.9%

**Table 25 - Individual Coverage Health Insurance Plan Benefits Provided by Institution Group**

	How much, as a percent of salary, do you contribute towards the premium for health insurance?		How does this percent that you pay compare to the previous year?					
	Count	Mean	Higher		Lower		The same	
			Count	Count Percent	Count	Count Percent	Count	Count Percent
Federal Government	14	22.9%	5	33.3%			10	66.7%
Other Government	22	14.7%	3	13.6%	2	9.1%	17	77.3%
Public Library-Subj and General	5	5.8%	2	33.3%	1	16.7%	3	50.0%
Academic-Subj Dept	40	15.6%	13	27.7%			34	72.3%
Academic-General Campus	13	25.2%	5	29.4%	1	5.9%	11	64.7%
Finance & Insurance; Accounting	42	13.0%	8	17.4%	5	10.9%	33	71.7%
Information Services & Publishing	67	16.5%	37	44.6%	1	1.2%	45	54.2%
Manufacturing and Agriculture	10	9.6%	3	25.0%	1	8.3%	8	66.7%
Professional Services	98	11.6%	22	20.2%	5	4.6%	82	75.2%
Utilities; Transportation; Broadcasting; Movies; Trade	14	7.1%	4	28.6%	1	7.1%	9	64.3%
Associations; Museums; Advocacy, Health Care	1	25.0%					1	100.0%
Other	9	13.1%	7	70.0%			3	30.0%
Total	335	14.2%	109	28.5%	17	4.5%	256	67.0%

**Table 26 - Dependent Coverage Health Insurance Plan Benefits Provided by Institution Group**

	How much, as a percent of salary, do you contribute towards the premium for health insurance?		How does the percent you pay compare to the previous year?					
	Count	Mean	Higher		Lower		The same	
			Count	Count Percent	Count	Count Percent	Count	Count Percent
Federal Government	8	24.8%	1	10.0%			9	90.0%
Other Government	12	33.8%			1	8.3%	11	91.7%
Public Library-Subj and General	2	5.0%	1	33.3%			2	66.7%
Academic-Subj Dept	22	22.0%	7	25.9%			20	74.1%
Academic-General Campus	10	34.3%	2	16.7%	1	8.3%	9	75.0%
Finance & Insurance; Accounting	23	13.7%	5	20.0%	1	4.0%	19	76.0%
Information Services & Publishing	43	22.3%	25	48.1%			27	51.9%
Manufacturing and Agriculture	5	6.2%	3	50.0%	1	16.7%	2	33.3%
Professional Services	58	27.7%	17	23.9%	4	5.6%	50	70.4%
Utilities; Transportation; Broadcasting; Movies; Trade	8	8.8%	4	40.0%			6	60.0%
Associations; Museums; Advocacy, Health Care	1	25.0%					1	100.0%
Other	5	33.0%	2	50.0%			2	50.0%
Total	197	23.4%	67	28.8%	8	3.4%	158	67.8%

**Table 27 - Total Outlay for Health Insurance Benefits by Institution Group**

	How does your total outlay for health insurance benefits compare to the incremental change in your salary for 2008?					
	Increase in health insurance premium is HIGHER THAN the increase in salary		Increase in health insurance premium is LOWER THAN the increase in salary		Increase in health insurance premium is the SAME as the increase in salary	
	Count	Percent	Count	Percent	Count	Percent
Federal Government	5	35.7%	5	35.7%	4	28.6%
Other Government	4	20.0%	13	65.0%	3	15.0%
Public Library-Subj and General			3	60.0%	2	40.0%
Academic-Subj Dept	14	35.0%	5	12.5%	21	52.5%
Academic-General Campus	8	47.1%	4	23.5%	5	29.4%
Finance & Insurance; Accounting	10	23.3%	21	48.8%	12	27.9%
Information Services & Publishing	30	43.5%	25	36.2%	14	20.3%
Manufacturing and Agriculture	4	40.0%	2	20.0%	4	40.0%
Professional Services	23	24.0%	40	41.7%	33	34.4%
Utilities; Transportation; Broadcasting; Movies; Trade	2	20.0%	4	40.0%	4	40.0%
Associations; Museums; Advocacy, Health Care	1	100.0%				
Other	4	40.0%	6	60.0%		
Total	105	31.3%	128	38.2%	102	30.4%

**Table 28 - Salary Distribution by Employed/Self-Employed Status**

U. S.

						Salary		Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Mean	Mean Percent Change
Not Self-employed	40,000	48,000	58,240	72,000	86,160	465	61,209	5.2%
Primary Responsibility-General	40,000	48,000	58,240	72,000	85,997	471	61,146	5.2%

**Table 29 - Salary Distribution by Contract Basis at Primary Job**

U. S.

						Salary		Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Mean	Mean Percent Change
Work on Contract Basis	34,070	40,750	48,285	58,804	75,900	38	51,517	5.9%
Do Not Work on Contract Basis	40,000	48,580	58,986	72,900	86,669	433	61,991	5.2%
Primary Responsibility-General	40,000	48,000	58,240	72,000	85,997	471	61,146	5.2%

**Table 30 - Salary Distribution by Number of Part-time Jobs Held**

U. S.

						Salary		Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Mean	Mean Percent Change
One	26,450	32,255	43,132	58,500	75,754	42	48,217	3.8%
Two	23,000	25,300	31,000	52,000	.	7	37,880	-1.8%
Primary Responsibility-General	25,370	31,150	42,227	58,401	74,366	50	46,983	3.0%

**Table 31 - Salary Distribution by Number of Part-time Hours Worked per Week**

U. S.

						Salary		Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Mean	Mean Percent Change
11-20 Hours	25,734	33,045	39,000	51,220	58,820	10	41,438	2.1%
21-30 Hours	26,600	31,200	41,454	59,280	97,843	23	50,906	5.1%
31 or More Hours	27,210	31,000	49,424	64,000	75,121	14	48,880	.9%
Primary Responsibility-General	25,370	31,150	42,227	58,401	74,366	50	46,983	3.0%

**Table 32 - Salary Distribution by Reasons for Working Part-time**

U. S.

						Salary		Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Mean	Mean Percent Change
Respondent's Choice	31,000	34,250	51,500	59,721	77,439	36	51,937	3.0%
Unable to Secure Full-time Work	25,000	25,500	29,120	56,503	.	5	38,625	-6.5%
Other	11,000	19,820	32,340	39,551	.	9	31,811	7.4%
Primary Responsibility-General	25,370	31,150	42,227	58,401	74,366	50	46,983	3.0%

**Table 33 - Average Hourly Rate for Part-time Employees by Census Division**

	Work-related earnings/hour 4/1/2008					Mean Percent Change 2007-2008
	First Quartile 25%	Median 50%	Third Quartile 75%	Number	Mean	
East N. Central	12.50	19.93	25.00	7	20.36	5.5%
Pacific	18.78	25.75	32.27	8	25.43	3.7%
TOTAL	18.00	23.50	28.31	23	24.06	3.0%





# UNITED STATES

## **Chapter Twelve Technical Services**



**Table 1 - Salary Distribution by Census Division**

U. S.

						Salary		Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Mean	Mean Percent Change
New England	37,240	41,875	49,950	63,750	81,465	22	53,778	8.7%
Middle Atlantic	44,100	47,000	62,500	74,450	95,765	26	64,369	3.1%
South Atlantic	33,300	40,770	51,605	64,720	85,088	53	54,192	4.4%
West S. Central	42,216	45,540	48,500	65,088	68,185	10	53,139	6.0%
East N. Central	32,772	42,161	51,276	60,000	69,000	24	51,335	8.0%
West N. Central	20,460	28,950	36,564	47,250	57,510	12	38,225	6.3%
Mountain	32,149	34,750	50,850	65,133	81,220	12	51,539	4.9%
Pacific	44,144	51,500	68,000	85,200	101,920	41	68,872	6.9%
Primary Responsibility-Tech Services	35,000	43,000	55,000	68,000	84,748	203	56,779	5.8%

**Table 2 - Salary Distribution by Metropolitan Area**

U. S.

						Salary		Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Mean	Mean Percent Change
Boston CMSA - incl. Cambridge, Worcester, MA	38,550	42,535	49,950	61,549	76,800	20	53,196	9.4%
New York City CMSA - incl. Princeton; New Haven; Stony Brook	41,500	52,749	63,750	81,360	99,095	18	66,888	3.3%
Washington, DC CMSA - incl. Baltimore, MD; Alexandria, VA	33,636	44,940	58,500	70,750	91,300	36	58,939	4.4%
NC - incl. Charlotte; Durham; Raleigh; Winston Salem	24,648	32,400	37,226	41,635	.	8	36,280	1.0%
FL - incl. Tallahassee; Miami; Tampa	35,000	38,000	55,000	63,000	.	5	51,400	10.8%
Minneapolis, MN; St. Paul, MN	19,200	28,320	43,000	51,500	.	5	40,528	2.7%
Chicago CMSA - incl. Hinsdale, Des Plaines	39,707	46,000	60,000	68,000	.	7	56,387	11.8%
MO - incl. St. Louis; Kansas City	23,400	27,300	33,200	52,184	.	5	38,434	6.5%
Houston CMSA - incl. Spring; Sugarland	44,160	45,540	53,500	65,875	.	6	55,110	6.8%
Los Angeles, CMSA - incl. Pasadena; and Santa Barbara	41,572	52,634	68,000	89,328	103,071	13	72,420	7.0%
San Francisco CMSA - incl. Mountain View; San Jose; Oakland	45,000	61,797	73,000	84,067	.	9	76,370	8.0%
Seattle CMSA - incl. Bellevue; Olympia	47,500	51,500	66,500	71,700	.	8	64,600	5.5%
Primary Responsibility-Tech Services	35,000	43,000	55,000	68,000	84,748	203	56,779	5.8%

**Table 3 - Salary Distribution by Subject Degree Field**

U. S.

						Salary		Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Mean	Mean Percent Change
Master	33,724	45,000	57,450	67,338	87,244	64	57,583	5.0%
Bachelor	34,800	42,820	52,500	68,250	84,032	125	56,704	6.1%
No college	39,000	40,500	45,600	48,500	.	5	44,720	14.8%
Primary Responsibility-Tech Services	35,000	43,000	55,000	68,000	84,748	203	56,779	5.8%

**Table 4 - Salary Distribution by Library/Information Science Degree**

U. S.

						Salary		Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Mean	Mean Percent Change
Master	37,450	45,000	55,000	67,665	85,013	168	57,930	6.1%
Bachelor	60,000	63,022	69,000	94,000	.	5	76,609	9.3%
Some college but no degree	23,200	32,898	39,354	63,625	72,500	18	44,947	5.4%
No college	23,400	28,200	40,000	66,000	.	7	44,771	.3%
Primary Responsibility-Tech Services	35,000	43,000	55,000	68,000	84,748	203	56,779	5.8%

**Table 5 - Salary Distribution by Degree Held**

U. S.

						Salary		Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Mean	Mean Percent Change
Biomedical Sciences	33,100	41,115	59,000	72,000	.	7	59,402	4.5%
Business, Human Resources, Public Administration	34,472	42,975	60,500	68,250	98,646	12	60,017	7.2%
Communications/Journalism/ Public Relations	16,000	19,700	45,000	51,134	.	5	37,334	14.5%
Education	46,800	60,000	71,000	83,340	92,400	15	71,650	3.8%
English/Literature/ Composition	34,020	43,697	49,500	62,940	81,650	42	54,509	5.5%
Fine and Applied Arts	33,407	42,830	50,000	59,800	65,000	21	49,924	6.3%
Foreign Languages/ Culture studies	37,870	51,000	60,197	70,000	90,667	15	61,054	6.6%
General Studies	39,000	39,500	56,000	70,860	.	5	55,344	2.9%
History	35,000	44,572	57,200	64,000	84,364	25	57,944	7.1%
Law	45,000	54,150	61,500	72,675	.	6	62,650	5.5%
Physical Sciences	33,600	44,720	51,700	72,600	.	7	58,155	2.6%
Social Sciences	32,200	39,750	55,500	70,850	89,894	34	56,807	7.4%
Other	37,109	42,000	50,000	71,605	85,000	31	55,899	5.7%
Primary Responsibility-Tech Services	35,000	43,000	55,000	68,000	84,748	203	56,779	5.8%

**Table 6 - Salary Distribution by Years of Library Experience**

U. S.

						Salary		Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Mean	Mean Percent Change
2 or less	26,160	34,644	42,000	48,750	59,280	25	42,002	5.4%
3-5 Years	31,625	36,625	44,465	50,401	59,000	34	44,128	6.8%
6-10 Years	34,248	42,000	50,000	66,000	72,800	39	52,727	6.9%
11-15 Years	39,200	45,000	55,000	65,353	83,800	31	56,815	5.5%
16-20 Years	45,398	50,000	60,600	70,000	79,067	23	60,853	6.6%
21-25 Years	43,483	51,001	72,000	84,500	109,800	15	72,775	6.9%
26 Years or More	48,185	60,000	71,303	89,748	103,300	36	74,083	3.2%
Primary Responsibility-Tech Services	35,000	43,000	55,000	68,000	84,748	203	56,779	5.8%

**Table 7 - Salary Distribution by Years of Total Work Experience**

U. S.

						Salary		Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Mean	Mean Percent Change
2 or less	23,400	32,258	47,000	50,000	.	5	42,303	-3.0%
3-5 Years	16,000	29,550	39,000	49,312	.	8	40,256	3.4%
6-10 Years	33,800	37,250	43,000	57,000	65,400	25	46,514	8.1%
11-15 Years	33,119	37,544	45,900	55,000	73,332	31	49,536	8.4%
16-20 Years	33,866	41,858	57,000	69,297	86,000	29	57,267	5.8%
21-25 Years	32,890	45,000	60,600	70,000	81,672	31	58,265	6.9%
26 Years or More	41,700	48,479	60,197	76,917	101,840	73	65,428	4.1%
Primary Responsibility-Tech Services	35,000	43,000	55,000	68,000	84,748	203	56,779	5.8%

**Table 8 - Salary Distribution by Gender**

U. S.

						Salary		Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Mean	Mean Percent Change
Female	35,344	44,148	55,000	67,665	85,407	164	57,386	5.3%
Male	33,666	39,780	47,500	67,338	84,588	36	53,961	8.3%
Primary Responsibility-Tech Services	35,000	43,000	55,000	68,000	84,748	203	56,779	5.8%

**Table 9 - Salary Distribution by Ethnicity/ Race**

U. S.

						Number	Salary	Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile		Mean	Mean Percent Change
Asian, Pacific Islander	35,300	45,000	58,000	68,000	86,767	15	58,311	6.5%
Black	24,648	30,987	59,720	66,165	.	6	51,641	.1%
White	35,000	43,572	55,000	68,797	85,900	169	57,549	6.0%
Other	35,500	37,750	43,930	58,302	.	5	47,207	7.3%
Primary Responsibility-Tech Services	35,000	43,000	55,000	68,000	84,748	203	56,779	5.8%

**Table 10 - Salary Distribution by Number of Employees**

U. S.

						Number	Salary	Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile		Mean	Mean Percent Change
10-24 Employees	37,000	41,500	66,000	70,900	.	5	58,160	1.9%
25-99 Employees	34,057	37,422	46,187	58,500	71,030	14	48,078	6.7%
100-499 Employees	25,989	37,544	45,900	55,000	70,600	43	47,646	6.2%
500-999 Employees	30,945	35,824	59,000	65,000	78,800	18	55,407	4.5%
1,000-2,499 Employees	38,350	44,930	57,950	71,704	92,370	38	59,719	6.1%
2,500-4,999 Employees	43,250	47,437	59,000	66,798	103,736	22	62,831	5.8%
5,000-9,999 Employees	35,100	41,030	53,500	87,841	110,720	16	63,168	7.7%
10,000 or more Employees	37,470	47,067	60,000	73,650	85,250	44	60,819	5.5%
Primary Responsibility-Tech Services	35,000	43,000	55,000	68,000	84,748	203	56,779	5.8%

**Table 11 - Salary Distribution by Non-profit Status**

U. S.

						Number	Salary	Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile		Mean	Mean Percent Change
Work in a Non-profit Organization	33,197	39,927	50,000	65,000	84,795	130	54,184	4.3%
Work in a For-profit Organization	44,328	47,625	59,000	70,000	85,480	72	61,546	8.6%
Primary Responsibility-Tech Services	35,000	43,000	55,000	68,000	84,748	203	56,779	5.8%

**Table 12 - Salary Distribution by Business Sector**

U. S.

						Salary		Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Mean	Mean Percent Change
Government	33,604	40,654	54,500	69,611	91,100	28	56,916	5.3%
Public Library	24,648	35,100	40,000	58,275	.	9	44,860	2.6%
Academic Institution	33,168	39,780	49,450	62,775	81,474	76	52,935	5.1%
Other Organizations	42,410	47,000	59,300	70,250	85,990	90	61,175	6.9%
Primary Responsibility-Tech Services	35,000	43,000	55,000	68,000	84,748	203	56,779	5.8%

**Table 13 - Salary Distribution by Institution/Industry**

U. S.

						Salary		Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Mean	Mean Percent Change
Federal Government	31,773	40,770	60,000	84,317	96,440	21	62,741	4.3%
Other Government	36,682	42,750	49,501	62,500	69,060	12	51,406	6.0%
Public Library-General	24,648	31,062	37,272	42,888	.	6	37,324	2.2%
Academic-Subj Dept	32,550	39,927	50,500	65,565	76,300	34	52,566	4.6%
Academic-General Campus	31,920	36,213	48,979	60,049	84,992	42	51,984	5.6%
Manufacturing - aerospace products & parts	56,000	59,200	68,000	85,200	.	5	71,360	2.8%
Professional Services - legal	43,632	46,500	59,000	68,750	83,880	26	60,275	9.9%
Other	32,000	39,500	54,000	77,085	.	6	56,723	1.8%
Primary Responsibility-Tech Services	35,000	43,000	55,000	68,000	84,748	203	56,779	5.8%

**Table 14 - Salary Distribution by Institution/Industry and Library/ Information Center Annual Budget**

							Salary		Percent change
		10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Mean	Mean Percent Change
Institution/Current Budget									
Federal Government	Above \$1,000,000	41,000	44,124	65,000	78,757	.	5	62,152	4.1%
	Don't know	37,500	39,779	55,663	92,638	.	6	62,986	3.4%
Other Government	Don't know	35,688	38,172	47,190	54,501	.	6	47,512	7.4%
Academic-Subj Dept	Above \$1,000,000	45,180	51,800	64,957	78,150	99,620	12	67,326	3.9%
	Don't know	19,700	32,825	39,104	43,500	53,500	14	37,875	4.8%
Academic-General Campus	Above \$1,000,000	35,300	47,000	60,000	88,488	103,421	15	65,122	7.8%
	Don't know	23,280	31,200	36,451	46,000	57,600	15	38,909	3.8%
Professional Services - legal	Above \$1,000,000	44,160	46,360	58,000	68,500	.	9	61,987	6.4%
	Don't know	41,320	46,000	60,000	69,500	82,820	17	59,369	11.8%



**Table 15 - Salary Distribution by Union vs. Non-union**

U. S.

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
Wages/Salary Set by Collective Bargaining Agreement	35,000	41,500	55,000	72,700	99,200	33	60,081	3.5%
Wages/Salary Not Set by Collective Bargaining Agreement	34,950	42,730	54,000	65,838	83,412	168	56,033	6.3%
Primary Responsibility-Tech Services	35,000	43,000	55,000	68,000	84,748	203	56,779	5.8%

**Table 16 - Salary Distribution by Number of Years with Present Employer**

U. S.

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
Less than Two Years	34,140	40,000	47,000	57,100	65,664	45	48,566	8.7%
Two Years	24,648	33,200	41,000	58,000	86,000	19	45,930	4.6%
3-5 Years	32,560	42,204	49,450	65,000	80,865	42	52,958	7.0%
6-10 Years	40,000	45,500	59,000	70,900	86,000	49	60,040	4.0%
11-15 Years	36,000	52,500	65,777	81,376	103,147	10	67,624	3.7%
16-20 Years	43,412	60,000	70,803	85,550	102,600	16	71,947	3.4%
21-25 Years	24,000	54,131	78,850	102,250	.	6	75,146	4.3%
26 Years or more	49,862	59,200	69,322	85,808	100,289	10	72,020	2.3%
Primary Responsibility-Tech Services	35,000	43,000	55,000	68,000	84,748	203	56,779	5.8%

**Table 17 - Salary Distribution by Number of Employees Supervised or Managed**

U. S.

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
None	35,726	42,000	50,000	64,890	76,000	104	53,885	6.4%
1-2 Employees	32,807	42,200	51,001	63,000	83,872	57	54,086	5.3%
3-4 Employees	39,531	45,000	63,500	74,000	102,400	17	62,189	5.3%
5-6 Employees	29,360	60,350	69,400	73,209	126,483	10	70,303	4.8%
7-9 Employees	40,000	55,000	60,000	84,914	.	7	68,988	4.2%
10-14 Employees	34,500	44,250	74,084	96,650	.	6	71,128	5.2%
Primary Responsibility-Tech Services	35,000	43,000	55,000	68,000	84,748	203	56,779	5.8%

**Table 18 - Salary Distribution by Primary Job Responsibility**

U. S.

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
Acquisitions, Collection Development	37,150	47,000	59,800	68,875	87,742	72	60,475	6.2%
Cataloging	33,600	41,500	48,000	62,000	84,500	59	53,148	6.2%
Circulation, Interlibrary Loan	25,989	33,200	39,707	56,368	61,200	23	42,262	2.4%
Technical Services	41,000	48,500	62,400	71,530	90,168	49	62,536	6.6%
Primary Responsibility-Tech Services	35,000	43,000	55,000	68,000	84,748	203	56,779	5.8%

**Table 19 - Salary Distribution by Job Title**

U. S.

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
Director/Manager	42,184	57,225	68,100	99,200	112,105	20	74,496	5.5%
Asst Mngr./Dept./Section Head	41,200	53,000	63,500	75,917	91,074	41	64,767	5.3%
Librarian/Info Specialist/Researcher	37,909	44,860	51,000	64,780	75,400	117	55,144	6.2%
Support Staff	23,650	28,100	35,500	39,500	44,528	21	35,183	4.9%
Primary Responsibility-Tech Services	35,000	43,000	55,000	68,000	84,748	203	56,779	5.8%

**Table 20 - Salary Distribution by Library or Information Resource Center Setting**

U. S.

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
Work in Library or Information Resource Center	34,550	42,605	55,000	66,995	84,873	190	56,504	5.9%
Do Not Work in Library or Information Resource Center	43,000	48,958	51,700	72,800	120,600	11	62,042	3.6%
Primary Responsibility-Tech Services	35,000	43,000	55,000	68,000	84,748	203	56,779	5.8%

**Table 21 - Salary Distribution by Library/ Information Center Annual Budget**

U. S.

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
\$100,000-\$249,999	31,325	40,625	61,000	66,161	76,651	20	56,520	3.5%
\$250,000-\$499,999	44,144	45,822	49,900	57,587	.	5	51,344	9.3%
\$500,000-\$999,999	30,600	54,000	70,000	77,000	95,701	15	65,816	7.4%
Above \$1,000,000	44,860	48,750	62,780	80,835	101,800	54	66,194	5.5%
Budgets are not allocated to separate branch or libraries	45,000	45,000	50,000	53,802	.	5	49,521	21.6%
Don't know	32,880	37,470	45,994	61,000	71,400	77	49,765	6.1%
Primary Responsibility-Tech Services	35,000	43,000	55,000	68,000	84,748	203	56,779	5.8%

**Table 22 - Salary Distribution by Full-time Equivalent Employees in  
Library/Information Center**

U. S.

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
2 or less	34,270	47,500	57,450	72,050	89,516	12	60,115	9.1%
More than 2 to 4	39,477	45,461	50,501	62,910	72,624	26	54,219	7.4%
More than 4 to 9	26,424	38,007	46,634	64,890	74,530	44	50,827	5.9%
More than 9	35,594	44,300	57,600	70,950	89,328	104	59,485	5.2%
Primary Responsibility-Tech Services	35,000	43,000	55,000	68,000	84,748	203	56,779	5.8%

**Table 23 - Number and Percentage of Employees by Type of Benefits Provided by Institution Group**

	Total		Benefits provided by primary job					
	Count	Percent	Paid sick leave		Paid personal time off		Paid vacation	
			Cases	Percent	Cases	Percent	Cases	Percent
Federal Government	22	100.0%	21	95.5%	9	40.9%	21	95.5%
Other Government	13	100.0%	12	92.3%	11	84.6%	11	84.6%
Public Library-Subj and General	7	100.0%	7	100.0%	3	42.9%	7	100.0%
Academic-Subj Dept	38	100.0%	37	97.4%	20	52.6%	36	94.7%
Academic-General Campus	46	100.0%	45	97.8%	28	60.9%	44	95.7%
Finance & Insurance; Accounting	17	100.0%	15	88.2%	11	64.7%	16	94.1%
Information Services & Publishing	17	100.0%	16	94.1%	13	76.5%	17	100.0%
Manufacturing and Agriculture	4	100.0%	4	100.0%	3	75.0%	4	100.0%
Professional Services	45	100.0%	38	84.4%	33	73.3%	41	91.1%
Utilities; Transportation; Broadcasting; Movies; Trade	3	100.0%	3	100.0%	3	100.0%	3	100.0%
Other	9	100.0%	8	88.9%	6	66.7%	7	77.8%
Primary Responsibility-Tech Services	221	100.0%	206	93.2%	140	63.3%	207	93.7%

**Table 23 - Number and Percentage of Employees by Type of Benefits Provided by Institution Group**

	Benefits provided by primary job							
	Medical insurance/group plan		Medical savings account		Dental insurance/group plan		Vision coverage	
	Cases	Percent	Cases	Percent	Cases	Percent	Cases	Percent
Federal Government	20	90.9%	13	59.1%	17	77.3%	16	72.7%
Other Government	13	100.0%	8	61.5%	13	100.0%	11	84.6%
Public Library-Subj and General	7	100.0%			5	71.4%	3	42.9%
Academic-Subj Dept	37	97.4%	26	68.4%	36	94.7%	29	76.3%
Academic-General Campus	46	100.0%	33	71.7%	45	97.8%	39	84.8%
Finance & Insurance; Accounting	15	88.2%	11	64.7%	14	82.4%	13	76.5%
Information Services & Publishing	17	100.0%	14	82.4%	17	100.0%	14	82.4%
Manufacturing and Agriculture	4	100.0%	3	75.0%	4	100.0%	3	75.0%
Professional Services	45	100.0%	34	75.6%	45	100.0%	34	75.6%
Utilities; Transportation; Broadcasting; Movies; Trade	3	100.0%	3	100.0%	3	100.0%	3	100.0%
Other	8	88.9%	5	55.6%	8	88.9%	6	66.7%
Primary Responsibility-Tech Services	215	97.3%	150	67.9%	207	93.7%	171	77.4%

**Table 23 - Number and Percentage of Employees by Type of Benefits Provided by Institution Group**

	Benefits provided by primary job							
	Life insurance		Retirement plan		Long-term disability		Short-term disability	
	Cases	Percent	Cases	Percent	Cases	Percent	Cases	Percent
Federal Government	16	72.7%	19	86.4%	10	45.5%	7	31.8%
Other Government	12	92.3%	13	100.0%	10	76.9%	10	76.9%
Public Library-Subj and General	4	57.1%	5	71.4%	2	28.6%	3	42.9%
Academic-Subj Dept	33	86.8%	37	97.4%	25	65.8%	21	55.3%
Academic-General Campus	43	93.5%	45	97.8%	36	78.3%	34	73.9%
Finance & Insurance; Accounting	13	76.5%	15	88.2%	11	64.7%	10	58.8%
Information Services & Publishing	15	88.2%	16	94.1%	16	94.1%	10	58.8%
Manufacturing and Agriculture	4	100.0%	4	100.0%	3	75.0%	4	100.0%
Professional Services	44	97.8%	43	95.6%	40	88.9%	41	91.1%
Utilities; Transportation; Broadcasting; Movies; Trade	3	100.0%	2	66.7%	3	100.0%	2	66.7%
Other	8	88.9%	7	77.8%	5	55.6%	3	33.3%
Primary Responsibility-Tech Services	195	88.2%	206	93.2%	161	72.9%	145	65.6%

**Table 23 - Number and Percentage of Employees by Type of Benefits Provided by Institution Group**

	Benefits provided by primary job							
	Child day care		Time off for child or elder care		Employee assistance or wellness program		Profit sharing	
	Cases	Percent	Cases	Percent	Cases	Percent	Cases	Percent
Federal Government	1	4.5%	8	36.4%	11	50.0%		
Other Government			5	38.5%	10	76.9%		
Public Library-Subj and General			2	28.6%	2	28.6%		
Academic-Subj Dept	8	21.1%	15	39.5%	20	52.6%		
Academic-General Campus	6	13.0%	17	37.0%	33	71.7%	2	4.3%
Finance & Insurance; Accounting	3	17.6%	8	47.1%	11	64.7%	2	11.8%
Information Services & Publishing	7	41.2%	7	41.2%	14	82.4%	7	41.2%
Manufacturing and Agriculture			2	50.0%	3	75.0%	1	25.0%
Professional Services	10	22.2%	23	51.1%	35	77.8%	17	37.8%
Utilities; Transportation; Broadcasting; Movies; Trade			1	33.3%	2	66.7%	2	66.7%
Other	2	22.2%	3	33.3%	9	100.0%	3	33.3%
Primary Responsibility-Tech Services	37	16.7%	91	41.2%	150	67.9%	34	15.4%

**Table 23 - Number and Percentage of Employees by Type of Benefits Provided by Institution Group**

	Benefits provided by primary job					
	Education/ professional development assistance		Professional association memberships		Adoption assistance	
	Cases	Percent	Cases	Percent	Cases	Percent
Federal Government	9	40.9%	5	22.7%	3	13.6%
Other Government	11	84.6%	9	69.2%	2	15.4%
Public Library-Subj and General	2	28.6%	1	14.3%		
Academic-Subj Dept	24	63.2%	8	21.1%	5	13.2%
Academic-General Campus	36	78.3%	10	21.7%	3	6.5%
Finance & Insurance; Accounting	10	58.8%	10	58.8%	6	35.3%
Information Services & Publishing	14	82.4%	12	70.6%	5	29.4%
Manufacturing and Agriculture	4	100.0%	4	100.0%	2	50.0%
Professional Services	28	62.2%	37	82.2%	7	15.6%
Utilities; Transportation; Broadcasting; Movies; Trade	2	66.7%	1	33.3%	1	33.3%
Other	5	55.6%	5	55.6%	3	33.3%
Primary Responsibility-Tech Services	145	65.6%	102	46.2%	37	16.7%

**Table 24 - Health Insurance Plan Provided by Institution Group**

	Do you participate in an employee-offered health insurance plan?					
	Yes		No		Not Applicable	
	Count	Percent	Count	Percent	Count	Percent
Federal Government	18	81.8%	2	9.1%	2	9.1%
Other Government	12	92.3%	1	7.7%		
Public Library-Subj and General	7	63.6%	2	18.2%	2	18.2%
Academic-Subj Dept	34	82.9%	4	9.8%	3	7.3%
Academic-General Campus	42	85.7%	5	10.2%	2	4.1%
Finance & Insurance; Accounting	12	75.0%	4	25.0%		
Information Services & Publishing	17	85.0%	1	5.0%	2	10.0%
Manufacturing and Agriculture	4	100.0%				
Professional Services	40	85.1%	7	14.9%		
Utilities; Transportation; Broadcasting; Movies; Trade	3	75.0%			1	25.0%
Other	7	77.8%	2	22.2%		
Total	196	83.1%	28	11.9%	12	5.1%

**Table 25 - Individual Coverage Health Insurance Plan Benefits Provided by Institution Group**

	How much, as a percent of salary, do you contribute towards the premium for health insurance?		How does this percent that you pay compare to the previous year?					
	Count	Mean	Higher		Lower		The same	
			Count	Count Percent	Count	Count Percent	Count	Count Percent
Federal Government	14	19.6%	2	12.5%			14	87.5%
Other Government	8	14.1%	4	36.4%			7	63.6%
Public Library-Subj and General	5	2.8%	2	28.6%			5	71.4%
Academic-Subj Dept	22	21.8%	12	42.9%	2	7.1%	14	50.0%
Academic-General Campus	26	17.3%	5	16.1%			26	83.9%
Finance & Insurance; Accounting	7	35.0%	6	60.0%			4	40.0%
Information Services & Publishing	13	11.4%	5	31.3%	3	18.8%	8	50.0%
Manufacturing and Agriculture	1	20.0%			1	50.0%	1	50.0%
Professional Services	31	14.6%	11	30.6%	4	11.1%	21	58.3%
Utilities; Transportation; Broadcasting; Movies; Trade	2	25.0%	2	66.7%			1	33.3%
Other	5	32.2%	3	42.9%			4	57.1%
Total	134	18.0%	52	31.1%	10	6.0%	105	62.9%

**Table 26 - Dependent Coverage Health Insurance Plan Benefits Provided by Institution Group**

	How much, as a percent of salary, do you contribute towards the premium for health insurance?		How does the percent you pay compare to the previous year?					
	Count	Mean	Higher		Lower		The same	
			Count	Count Percent	Count	Count Percent	Count	Count Percent
Federal Government	6	23.3%					8	100.0%
Other Government	4	30.6%	2	40.0%			3	60.0%
Public Library-Subj and General	3	28.3%	1	20.0%			4	80.0%
Academic-Subj Dept	14	29.1%	8	47.1%	1	5.9%	8	47.1%
Academic-General Campus	11	3.3%			1	9.1%	10	90.9%
Finance & Insurance; Accounting	3	41.7%	1	33.3%			2	66.7%
Information Services & Publishing	8	26.3%	3	37.5%	3	37.5%	2	25.0%
Manufacturing and Agriculture	0	.					1	100.0%
Professional Services	18	38.7%	6	30.0%	3	15.0%	11	55.0%
Other	3	33.3%	1	33.3%			2	66.7%
Total	70	27.5%	22	27.2%	8	9.9%	51	63.0%

**Table 27 - Total Outlay for Health Insurance Benefits by Institution Group**

	How does your total outlay for health insurance benefits compare to the incremental change in your salary for 2008?					
	Increase in health insurance premium is HIGHER THAN the increase in salary		Increase in health insurance premium is LOWER THAN the increase in salary		Increase in health insurance premium is the SAME as the increase in salary	
	Count	Percent	Count	Percent	Count	Percent
Federal Government	3	21.4%	4	28.6%	7	50.0%
Other Government	2	25.0%	2	25.0%	4	50.0%
Public Library-Subj and General	1	20.0%	2	40.0%	2	40.0%
Academic-Subj Dept	11	44.0%	5	20.0%	9	36.0%
Academic-General Campus	6	21.4%	13	46.4%	9	32.1%
Finance & Insurance; Accounting	2	22.2%	4	44.4%	3	33.3%
Information Services & Publishing	2	15.4%	7	53.8%	4	30.8%
Manufacturing and Agriculture			2	66.7%	1	33.3%
Professional Services	8	26.7%	14	46.7%	8	26.7%
Utilities; Transportation; Broadcasting; Movies; Trade	2	66.7%	1	33.3%		
Other	3	42.9%	1	14.3%	3	42.9%
Total	40	27.6%	55	37.9%	50	34.5%

**Table 28 - Salary Distribution by Employed/Self-Employed Status**

U. S.

						Salary		Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Mean	Mean Percent Change
Not Self-employed	35,000	42,820	55,000	68,000	84,831	201	56,840	5.8%
Primary Responsibility-Tech Services	35,000	43,000	55,000	68,000	84,748	203	56,779	5.8%

**Table 29 - Salary Distribution by Contract Basis at Primary Job**

U. S.

						Salary		Percent change
	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Mean	Mean Percent Change
Work on Contract Basis	27,400	43,000	57,200	70,000	86,200	15	56,814	7.4%
Do Not Work on Contract Basis	34,950	42,730	54,000	67,665	85,013	188	56,777	5.7%
Primary Responsibility-Tech Services	35,000	43,000	55,000	68,000	84,748	203	56,779	5.8%



**Table 30 - Salary Distribution by Number of Part-time Jobs Held**

U. S.

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
One	24,834	29,577	32,915	52,250	60,601	22	39,074	2.4%
Two	3,000	14,790	27,040	41,023	.	6	27,758	4.9%
Primary Responsibility-Tech Services	20,800	28,450	32,841	52,000	59,488	31	36,988	2.7%

**Table 31 - Salary Distribution by Number of Part-time Hours Worked per Week**

U. S.

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
11-20 Hours	6,560	20,800	30,000	32,841	51,168	11	29,771	.9%
21-30 Hours	20,538	28,527	47,300	55,640	62,686	12	43,274	4.3%
31 or More Hours	28,450	29,120	31,200	37,000	.	7	33,906	2.5%
Primary Responsibility-Tech Services	20,800	28,450	32,841	52,000	59,488	31	36,988	2.7%

**Table 32 - Salary Distribution by Reasons for Working Part-time**

U. S.

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Salary	Percent change
							Mean	Mean Percent Change
Respondent's Choice	27,181	30,300	39,300	53,467	61,870	20	41,940	2.7%
Other	18,720	20,800	27,040	33,170	.	8	30,105	3.7%
Primary Responsibility-Tech Services	20,800	28,450	32,841	52,000	59,488	31	36,988	2.7%

**Table 33 - Average Hourly Rate for Part-time Employees by  
Census Division**

	Work-related earnings/hour 4/1/2008					Mean Percent Change 2007- 2008
	First Quartile 25%	Median 50%	Third Quartile 75%	Number	Mean	
South Atlantic	14.40	21.00	29.26	6	21.15	2.2%
TOTAL	13.00	15.79	25.00	23	17.91	2.7%

# SLA EUROPE

## **Chapter Thirteen**

### **All United Kingdom Respondents**



**Table 3 - Salary Distribution by Subject Degree Field**

United Kingdom\*\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
Master	28,600	31,850	44,250	54,075	68,500	12	45,467	9.9%
Bachelor	24,280	28,500	33,000	50,000	86,000	31	42,536	2.4%
All Respondents	25,000	29,090	36,500	50,325	69,900	50	42,674	4.2%

**Table 4 - Salary Distribution by Library/Information Science Degree**

United Kingdom\*\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
Master	25,900	29,560	39,000	55,000	69,400	25	44,025	6.4%
Bachelor	23,460	28,500	32,000	42,000	68,780	15	38,107	2.2%
All Respondents	25,000	29,090	36,500	50,325	69,900	50	42,674	4.2%

**Table 5 - Salary Distribution by Degree Held**

United Kingdom\*\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
English/Literature/ Composition	26,500	29,125	38,500	61,250	.	6	46,417	-2.2%
History	25,700	32,750	45,000	65,000	95,000	10	51,000	2.8%
Social Sciences	24,100	29,750	45,000	67,620	.	8	49,698	-1.1%
Other	23,000	27,250	30,000	45,125	58,150	14	35,744	4.0%
All Respondents	25,000	29,090	36,500	50,325	69,900	50	42,674	4.2%

**Table 6 - Salary Distribution by Years of Library Experience**

United Kingdom\*\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
3-5 Years	23,500	24,250	26,500	29,560	.	5	26,824	2.3%
6-10 Years	25,300	28,375	32,500	46,375	91,000	10	40,321	2.5%
11-15 Years	28,500	30,750	35,000	43,500	.	5	36,700	10.4%
16-20 Years	29,700	29,925	38,500	69,250	.	6	45,950	6.0%
21-25 Years	25,360	34,000	45,000	55,000	90,000	11	48,800	7.3%
26 Years or More	28,800	38,000	50,000	63,482	85,000	11	50,344	-1.0%
All Respondents	25,000	29,090	36,500	50,325	69,900	50	42,674	4.2%

\*\*All salaries in U.K. tables are reported in Pounds Sterling. The exchange rate on April 1, 2008, was £.50=\$1 U.S.

**Table 7 - Salary Distribution by Years of Total Work Experience**

United Kingdom\*\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
6-10 Years	22,500	23,500	25,000	28,500	.	7	29,300	2.9%
11-15 Years	28,500	30,750	33,607	41,375	.	8	35,277	8.0%
16-20 Years	25,000	29,120	42,000	69,000	.	7	47,403	2.5%
21-25 Years	29,360	32,000	45,000	70,000	90,000	11	50,436	7.0%
26 Years or More	27,200	31,000	42,000	50,650	70,000	17	44,693	1.8%
All Respondents	25,000	29,090	36,500	50,325	69,900	50	42,674	4.2%

**Table 8 - Salary Distribution by Gender**

United Kingdom\*\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
Female	26,200	29,850	35,000	50,000	65,800	37	42,165	2.9%
Male	23,100	26,050	39,000	60,650	85,000	13	44,124	7.6%
All Respondents	25,000	29,090	36,500	50,325	69,900	50	42,674	4.2%

**Table 9 - Salary Distribution by Ethnicity/ Race**

United Kingdom\*\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
White	24,460	29,000	38,000	50,000	68,000	43	41,617	4.2%
All Respondents	25,000	29,090	36,500	50,325	69,900	50	42,674	4.2%

**Table 10 - Salary Distribution by Number of Employees**

United Kingdom\*\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
25-99 Employees	33,000	34,500	40,500	50,500	.	6	43,833	6.7%
100-499 Employees	25,000	26,500	30,000	45,000	.	7	41,071	1.9%
2,500-4,999 Employees	23,500	24,500	42,000	52,500	.	9	40,857	5.8%
5,000-9,999 Employees	22,500	23,300	33,000	46,750	.	5	34,620	3.2%
10,000 or more Employees	28,150	29,975	36,500	61,361	87,500	12	46,398	6.3%
All Respondents	25,000	29,090	36,500	50,325	69,900	50	42,674	4.2%

**Table 11 - Salary Distribution by Non-profit Status**

United Kingdom\*\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
Work in a Non-profit Organization	25,450	29,090	36,500	46,250	60,937	22	39,528	5.2%
Work in a For-profit Organization	24,090	28,800	36,500	54,075	90,500	28	45,146	3.4%
All Respondents	25,000	29,090	36,500	50,325	69,900	50	42,674	4.2%

**Table 12 - Salary Distribution by Business Sector**

United Kingdom\*\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
Other Organizations	24,190	28,625	37,000	54,075	70,000	40	43,506	3.5%
All Respondents	25,000	29,090	36,500	50,325	69,900	50	42,674	4.2%

**Table 13 - Salary Distribution by Institution/Industry**

United Kingdom\*\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
Federal Government	25,000	27,900	42,000	54,241	.	5	41,256	5.7%
Professional Services - mngr., scientific/tech. consulting	33,000	36,000	42,000	52,500	.	5	43,800	2.8%
All Respondents	25,000	29,090	36,500	50,325	69,900	50	42,674	4.2%

**Table 14 - Salary Distribution by Institution/Industry  
and Library/ Information Center Annual Budget**

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**Table 15 - Salary Distribution by Union vs. Non-union**

United Kingdom\*\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
Wages/Salary Set by Collective Bargaining Agreement	30,800	34,410	43,000	48,750	.	8	42,002	6.9%
Wages/Salary Not Set by Collective Bargaining Agreement	24,190	28,500	34,500	53,750	70,000	40	42,932	3.7%
All Respondents	25,000	29,090	36,500	50,325	69,900	50	42,674	4.2%

**Table 16 - Salary Distribution by Number of Years with Present Employer**

United Kingdom\*\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
Less than Two Years	24,100	26,030	33,107	35,000	.	8	33,679	3.6%
Two Years	24,000	27,375	31,000	39,750	.	6	32,583	4.0%
3-5 Years	23,500	26,000	31,900	52,500	.	8	42,038	6.4%
6-10 Years	28,000	28,500	33,000	51,300	67,896	11	40,771	2.6%
11-15 Years	42,000	46,000	55,000	82,500	.	5	62,400	3.3%
All Respondents	25,000	29,090	36,500	50,325	69,900	50	42,674	4.2%

**Table 17 - Salary Distribution by Number of Employees Supervised or Managed**

United Kingdom\*\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
None	24,010	25,375	29,850	37,750	54,500	20	33,721	1.3%
1-2 Employees	23,500	28,250	33,000	50,000	.	9	39,556	7.9%
3-4 Employees	30,000	33,750	38,500	45,450	.	6	39,467	8.5%
5-6 Employees	38,000	38,750	47,500	61,250	.	6	52,833	4.7%
All Respondents	25,000	29,090	36,500	50,325	69,900	50	42,674	4.2%

**Table 18 - Salary Distribution by Primary Job Responsibility**

United Kingdom\*\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
General Responsibilities	24,000	26,850	30,000	32,500	.	5	29,740	4.0%
Administrative/Management	28,500	33,360	43,000	57,120	95,000	14	49,057	6.4%
Other	32,000	42,000	55,000	69,000	.	7	54,714	4.1%
All Respondents	25,000	29,090	36,500	50,325	69,900	50	42,674	4.2%

**Table 19 - Salary Distribution by Job Title**

United Kingdom\*\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
Director/Manager	27,750	37,803	44,500	69,250	92,500	14	53,264	3.2%
Asst Mngr./Dept./Section Head	30,160	35,000	42,000	50,000	66,260	11	42,645	10.4%
Librarian/Info Specialist/Researcher	23,550	25,000	28,500	32,750	43,800	16	30,394	3.7%
All Respondents	25,000	29,090	36,500	50,325	69,900	50	42,674	4.2%

**Table 20 - Salary Distribution by Library or Information Resource Center Setting**

United Kingdom\*\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
Work in Library or Information Resource Center	24,730	29,175	35,000	45,000	71,437	36	41,336	4.5%
Do Not Work in Library or Information Resource Center	25,000	28,965	47,000	66,000	70,000	14	46,116	3.3%
All Respondents	25,000	29,090	36,500	50,325	69,900	50	42,674	4.2%

**Table 21 - Salary Distribution by Library/ Information Center Annual Budget**

United Kingdom\*\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
£25,000-£49,999	24,000	27,000	28,500	36,250	.	6	32,333	3.4%
£100,000-£249,999	25,000	32,500	37,000	42,375	.	6	36,583	8.3%
£250,000-£499,999	30,000	32,107	39,000	54,241	.	5	42,339	7.2%
Above £1,000,000	38,000	41,000	47,500	91,250	.	6	60,000	.7%
Don't know	22,500	23,700	29,100	45,250	.	6	33,633	2.9%
All Respondents	25,000	29,090	36,500	50,325	69,900	50	42,674	4.2%

**Table 22 - Salary Distribution by Full-time Equivalent Employees in Library/Information Center**

United Kingdom\*\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
2 or less	24,000	25,000	28,000	32,000	.	7	28,000	4.8%
More than 2 to 4	24,100	27,025	32,500	42,000	.	6	33,517	5.9%
More than 4 to 9	29,700	36,500	43,500	57,391	.	9	48,887	3.6%
More than 9	25,500	30,600	40,000	55,000	92,500	14	46,501	4.3%
All Respondents	25,000	29,090	36,500	50,325	69,900	50	42,674	4.2%

\*\*All salaries in U.K. tables are reported in Pounds Sterling. The exchange rate on April 1, 2008, was £.50=\$1 U.S.



**Table 23 - Number and Percentage of Employees by Type of Benefits Provided by Institution Group**

	Total		Benefits provided by primary job					
	Count	Percent	Paid sick leave		Paid personal time off		Paid vacation	
			Cases	Percent	Cases	Percent	Cases	Percent
Federal Government	5	100.0%	5	100.0%	2	40.0%	5	100.0%
Other Government	1	100.0%	1	100.0%			1	100.0%
Academic-Subj Dept	2	100.0%	2	100.0%	1	50.0%	2	100.0%
Academic-General Campus	2	100.0%	2	100.0%	1	50.0%	2	100.0%
Finance & Insurance; Accounting	12	100.0%	11	91.7%	1	8.3%	12	100.0%
Information Services & Publishing	7	100.0%	6	85.7%	4	57.1%	7	100.0%
Manufacturing and Agriculture	2	100.0%	2	100.0%	1	50.0%	2	100.0%
Professional Services	15	100.0%	15	100.0%	5	33.3%	15	100.0%
Utilities; Transportation; Broadcasting; Movies; Trade	2	100.0%	2	100.0%	2	100.0%	2	100.0%
Other	2	100.0%	2	100.0%			2	100.0%
Total	50	100.0%	48	96.0%	17	34.0%	50	100.0%

**Table 23 - Number and Percentage of Employees by Type of Benefits Provided by Institution Group**

	Benefits provided by primary job							
	Medical insurance/group plan		Medical savings account		Dental insurance/group plan		Vision coverage	
	Cases	Percent	Cases	Percent	Cases	Percent	Cases	Percent
Federal Government	3	60.0%	1	20.0%	2	40.0%	3	60.0%
Other Government								
Academic-Subj Dept							1	50.0%
Academic-General Campus								
Finance & Insurance; Accounting	8	66.7%			2	16.7%	4	33.3%
Information Services & Publishing	4	57.1%			1	14.3%	1	14.3%
Manufacturing and Agriculture	2	100.0%			1	50.0%		
Professional Services	9	60.0%			2	13.3%	4	26.7%
Utilities; Transportation; Broadcasting; Movies; Trade	1	50.0%						
Other	1	50.0%					1	50.0%
Total	28	56.0%	1	2.0%	8	16.0%	14	28.0%

**Table 23 - Number and Percentage of Employees by Type of Benefits Provided by Institution Group**

	Benefits provided by primary job							
	Life insurance		Retirement plan		Long-term disability		Short-term disability	
	Cases	Percent	Cases	Percent	Cases	Percent	Cases	Percent
Federal Government	3	60.0%	4	80.0%	2	40.0%	1	20.0%
Other Government			1	100.0%				
Academic-Subj Dept			2	100.0%				
Academic-General Campus			2	100.0%				
Finance & Insurance; Accounting	7	58.3%	9	75.0%	3	25.0%	4	33.3%
Information Services & Publishing	4	57.1%	4	57.1%	3	42.9%	4	57.1%
Manufacturing and Agriculture	1	50.0%	2	100.0%	2	100.0%	2	100.0%
Professional Services	8	53.3%	10	66.7%	3	20.0%	6	40.0%
Utilities; Transportation; Broadcasting; Movies; Trade	1	50.0%			1	50.0%	1	50.0%
Other	1	50.0%	1	50.0%	1	50.0%	1	50.0%
Total	25	50.0%	35	70.0%	15	30.0%	19	38.0%

**Table 23 - Number and Percentage of Employees by Type of Benefits Provided by Institution Group**

	Benefits provided by primary job							
	Child day care		Time off for child or elder care		Employee assistance or wellness program		Profit sharing	
	Cases	Percent	Cases	Percent	Cases	Percent	Cases	Percent
Federal Government			1	20.0%	3	60.0%		
Other Government			1	100.0%	1	100.0%		
Academic-Subj Dept			1	50.0%				
Academic-General Campus	1	50.0%	1	50.0%				
Finance & Insurance; Accounting	2	16.7%	2	16.7%	5	41.7%	2	16.7%
Information Services & Publishing	1	14.3%	3	42.9%	4	57.1%	4	57.1%
Manufacturing and Agriculture	1	50.0%	2	100.0%	2	100.0%	1	50.0%
Professional Services	4	26.7%	3	20.0%	6	40.0%	6	40.0%
Utilities; Transportation; Broadcasting; Movies; Trade								
Other								
Total	9	18.0%	14	28.0%	21	42.0%	13	26.0%

**Table 23 - Number and Percentage of Employees by Type of Benefits Provided by Institution Group**

	Benefits provided by primary job					
	Education/ professional development assistance		Professional association memberships		Adoption assistance	
	Cases	Percent	Cases	Percent	Cases	Percent
Federal Government	2	40.0%	2	40.0%	1	20.0%
Other Government	1	100.0%				
Academic-Subj Dept	1	50.0%				
Academic-General Campus	1	50.0%				
Finance & Insurance; Accounting	2	16.7%	3	25.0%	1	8.3%
Information Services & Publishing	5	71.4%	5	71.4%	2	28.6%
Manufacturing and Agriculture	2	100.0%	2	100.0%	2	100.0%
Professional Services	8	53.3%	12	80.0%	2	13.3%
Utilities; Transportation; Broadcasting; Movies; Trade			1	50.0%	1	50.0%
Other			2	100.0%		
Total	22	44.0%	27	54.0%	9	18.0%

**Table 24 - Health Insurance Plan Provided by Institution Group**

	Do you participate in an employee-offered health insurance plan?					
	Yes		No		Not Applicable	
	Count	Percent	Count	Percent	Count	Percent
Federal Government	2	40.0%	3	60.0%		
Other Government			1	100.0%		
Academic-Subj Dept			2	100.0%		
Academic-General Campus			2	100.0%		
Finance & Insurance; Accounting	7	58.3%	4	33.3%	1	8.3%
Information Services & Publishing	4	57.1%			3	42.9%
Manufacturing and Agriculture	2	100.0%				
Professional Services	6	35.3%	7	41.2%	4	23.5%
Utilities; Transportation; Broadcasting; Movies; Trade	1	33.3%	1	33.3%	1	33.3%
Other	1	33.3%			2	66.7%
Total	23	42.6%	20	37.0%	11	20.4%

**Table 25 - Individual Coverage Health Insurance Plan Benefits  
Provided by Institution Group**

	How much, as a percent of salary, do you contribute towards the premium for health insurance?		How does this percent that you pay compare to the previous year?			
	Count	Mean	Higher		The same	
			Count	Count Percent	Count	Count Percent
Federal Government	2	10.0%			2	100.0%
Finance & Insurance; Accounting	7	.7%			7	100.0%
Information Services & Publishing	3	7.3%	1	33.3%	2	66.7%
Manufacturing and Agriculture	1	.0%			1	100.0%
Professional Services	5	10.0%			5	100.0%
Utilities; Transportation; Broadcasting; Movies; Trade	1	.0%			1	100.0%
Other	1	.0%			1	100.0%
Total	20	4.9%	1	5.0%	19	95.0%

**Table 26 - Dependent Coverage Health Insurance  
Plan Benefits Provided by Institution Group**

	How much, as a percent of salary, do you contribute towards the premium for health insurance?		How does the percent you pay compare to the previous year?	
	Count	Mean	The same	
			Count	Count Percent
Federal Government	1	50.0%	1	100.0%
Finance & Insurance; Accounting	6	.0%	6	100.0%
Information Services & Publishing	3	.0%	3	100.0%
Professional Services	2	.0%	3	100.0%
Utilities; Transportation; Broadcasting; Movies; Trade	1	1.0%	1	100.0%
Other	1	.0%	1	100.0%
Total	14	3.6%	15	100.0%

**Table 27 - Total Outlay for Health Insurance Benefits by Institution Group**

	How does your total outlay for health insurance benefits compare to the incremental change in your salary for 2008?					
	Increase in health insurance premium is HIGHER THAN the increase in salary		Increase in health insurance premium is LOWER THAN the increase in salary		Increase in health insurance premium is the SAME as the increase in salary	
	Count	Percent	Count	Percent	Count	Percent
Federal Government					1	100.0%
Finance & Insurance; Accounting			1	20.0%	4	80.0%
Information Services & Publishing	1	33.3%			2	66.7%
Manufacturing and Agriculture					1	100.0%
Professional Services					3	100.0%
Utilities; Transportation; Broadcasting; Movies; Trade			1	100.0%		
Other					1	100.0%
Total	1	6.7%	2	13.3%	12	80.0%

**Table 28 - Salary Distribution by Employed/Self-Employed Status**

United Kingdom\*\*

	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Mean	Mean Percent Change
Not Self-employed	25,000	29,060	35,000	50,000	70,000	45	42,449	4.3%
All Respondents	25,000	29,090	36,500	50,325	69,900	50	42,674	4.2%

**Table 29 - Salary Distribution by Contract Basis at Primary Job**

United Kingdom\*\*

	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Mean	Mean Percent Change
Work on Contract Basis	29,120	38,780	55,000	70,000	.	6	53,520	8.3%
Do Not Work on Contract Basis	24,550	28,625	34,607	48,750	67,000	44	41,195	3.6%
All Respondents	25,000	29,090	36,500	50,325	69,900	50	42,674	4.2%

**Table 30 - Salary Distribution by Number of Part-time Jobs Held**

United Kingdom\*\*

	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Mean	Mean Percent Change
One	21,500	24,800	30,000	52,000	.	5	36,720	5.4%
All Respondents	21,500	24,800	30,000	52,000	.	5	36,720	5.4%

\*\*All salaries in U.K. tables are reported in Pounds Sterling. The exchange rate on April 1, 2008, was £.51=\$1 U.S.

**Table 31 - Salary Distribution by Number of Part-time Hours Worked per Week**

United Kingdom\*\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
All Respondents	21,500	24,800	30,000	52,000	.	5	36,720	5.4%

**Table 32 - Salary Distribution by Reasons for Working Part-time**

United Kingdom\*\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
Respondent's Choice	21,500	24,800	30,000	52,000	.	5	36,720	5.4%
All Respondents	21,500	24,800	30,000	52,000	.	5	36,720	5.4%



# SLA EUROPE

## **Chapter Fourteen**

### **All Other European Respondents**





**Table 3 - Salary Distribution by Subject Degree Field**

Europe\*\*\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
Master	41,200	48,000	62,725	82,500	104,800	13	67,328	5.5%
Bachelor	41,000	46,560	62,000	84,000	.	7	65,366	10.3%
All Respondents	40,700	49,140	61,500	81,000	100,000	26	64,986	7.0%

**Table 4 - Salary Distribution by Library/Information Science Degree**

Europe\*\*\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
Master	34,720	44,500	51,600	75,270	98,800	13	59,851	6.7%
Bachelor	41,000	46,560	72,000	100,000	.	7	71,366	10.6%
All Respondents	40,700	49,140	61,500	81,000	100,000	26	64,986	7.0%

**Table 5 - Salary Distribution by Degree Held**

Europe\*\*\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
Business, Human Resources, Public Administration	46,560	48,280	62,000	90,000	.	5	67,712	13.0%
Other	41,000	50,000	84,000	100,000	.	7	73,571	5.6%
All Respondents	40,700	49,140	61,500	81,000	100,000	26	64,986	7.0%

**Table 6 - Salary Distribution by Years of Library Experience**

Europe\*\*\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
6-10 Years	41,000	42,500	53,300	60,250	.	6	51,933	10.3%
11-15 Years	31,200	38,600	80,000	96,500	.	5	70,040	3.2%
16-20 Years	50,000	56,000	62,725	74,604	.	5	64,787	2.8%
26 Years or More	40,000	49,000	79,000	100,000	.	6	75,000	3.8%
All Respondents	40,700	49,140	61,500	81,000	100,000	26	64,986	7.0%

**Table 7 - Salary Distribution by Years of Total Work Experience**

Europe\*\*\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
6-10 Years	41,000	42,000	51,600	60,500	.	5	51,320	12.0%
26 Years or More	41,312	52,000	70,000	88,000	100,000	11	69,783	7.5%
All Respondents	40,700	49,140	61,500	81,000	100,000	26	64,986	7.0%

**Table 8 - Salary Distribution by Gender**

Europe\*\*\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
Female	39,040	46,280	55,000	81,104	101,600	17	62,805	8.2%
Male	51,600	60,250	72,666	83,000	.	8	72,742	5.4%
All Respondents	40,700	49,140	61,500	81,000	100,000	26	64,986	7.0%

**Table 9 - Salary Distribution by Ethnicity/ Race**

Europe\*\*\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
White	40,900	49,140	62,363	81,000	89,200	18	64,401	8.7%
All Respondents	40,700	49,140	61,500	81,000	100,000	26	64,986	7.0%

**Table 10 - Salary Distribution by Number of Employees**

Europe\*\*\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
100-499 Employees	43,000	48,250	57,363	78,906	.	6	61,489	8.0%
10,000 or more Employees	51,600	53,300	61,000	81,000	.	5	65,920	6.7%
All Respondents	40,700	49,140	61,500	81,000	100,000	26	64,986	7.0%

**Table 11 - Salary Distribution by Non-profit Status**

Europe\*\*\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
Work in a Non-profit Organization	31,200	43,250	75,270	95,000	.	8	70,093	4.8%
Work in a For-profit Organization	42,400	48,280	60,000	78,000	90,400	17	62,715	8.2%
All Respondents	40,700	49,140	61,500	81,000	100,000	26	64,986	7.0%

**Table 12 - Salary Distribution by Business Sector**

Europe\*\*\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
Government	31,200	46,963	70,000	86,666	.	5	67,451	5.2%
Other Organizations	41,200	47,420	60,500	83,000	98,800	20	65,118	7.6%
All Respondents	40,700	49,140	61,500	81,000	100,000	26	64,986	7.0%

**Table 13 - Salary Distribution by Institution/Industry**

Europe\*\*\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
Professional Services - mngt., scientific/tech. consulting	40,000	45,000	62,000	81,104	.	5	62,842	5.0%
All Respondents	40,700	49,140	61,500	81,000	100,000	26	64,986	7.0%

**Table 14 - Salary Distribution by Institution/Industry  
and Library/ Information Center Annual Budget**

.

**Table 15 - Salary Distribution by Union vs. Non-union**

Europe\*\*\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
Wages/Salary Set by Collective Bargaining Agreement	41,000	47,750	60,500	74,999	.	6	60,889	6.0%
Wages/Salary Not Set by Collective Bargaining Agreement	40,300	47,420	62,363	84,750	100,000	20	66,215	7.3%
All Respondents	40,700	49,140	61,500	81,000	100,000	26	64,986	7.0%

**Table 16 - Salary Distribution by Number of Years with Present Employer**

Europe\*\*\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
3-5 Years	31,200	40,000	46,560	62,725	.	7	50,099	12.1%
6-10 Years	50,000	53,750	61,500	76,249	.	6	64,389	4.9%
All Respondents	40,700	49,140	61,500	81,000	100,000	26	64,986	7.0%

**Table 17 - Salary Distribution by Number of Employees Supervised or Managed**

Europe\*\*\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
None	41,000	44,780	55,000	66,000	.	9	56,951	11.1%
All Respondents	40,700	49,140	61,500	81,000	100,000	26	64,986	7.0%

**Table 18 - Salary Distribution by Primary Job Responsibility**

Europe\*\*\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
Administrative/Management	40,000	56,300	73,332	92,500	.	9	72,629	6.2%
All Respondents	40,700	49,140	61,500	81,000	100,000	26	64,986	7.0%

**Table 19 - Salary Distribution by Job Title**

Europe\*\*\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
Director/Manager	46,000	56,500	73,332	94,000	.	9	74,229	5.2%
Librarian/Info Specialist/Researcher	41,000	43,890	50,000	58,750	.	8	50,945	12.4%
All Respondents	40,700	49,140	61,500	81,000	100,000	26	64,986	7.0%

**Table 20 - Salary Distribution by Library or Information Resource Center Setting**

Europe\*\*\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
Work in Library or Information Resource Center	41,000	46,560	61,000	80,000	100,000	19	63,436	8.7%
Do Not Work in Library or Information Resource Center	40,000	52,000	72,000	84,000	.	7	69,190	2.5%
All Respondents	40,700	49,140	61,500	81,000	100,000	26	64,986	7.0%

**Table 21 - Salary Distribution by Library/ Information Center Annual Budget**

Europe\*\*\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
Above €1,000,000	46,560	53,780	85,000	94,000	.	5	76,112	12.6%
All Respondents	40,700	49,140	61,500	81,000	100,000	26	64,986	7.0%

**Table 22 - Salary Distribution by Full-time Equivalent Employees in Library/Information Center**

Europe\*\*\*

	10th Percen- tile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percen- tile	Number	Mean	Mean Percent Change
2 or less	50,000	50,000	62,000	69,967	.	5	60,387	5.6%
More than 4 to 9	31,200	41,400	60,000	86,500	.	5	63,160	6.4%
More than 9	41,000	51,000	80,000	100,000	.	5	76,400	6.2%
All Respondents	40,700	49,140	61,500	81,000	100,000	26	64,986	7.0%

**Table 23 - Number and Percentage of Employees by Type of Benefits Provided by Institution Group**

	Total		Benefits provided by primary job					
	Count	Percent	Paid sick leave		Paid personal time off		Paid vacation	
			Cases	Percent	Cases	Percent	Cases	Percent
Federal Government	2	100.0%	2	100.0%			2	100.0%
Other Government	3	100.0%	3	100.0%	2	66.7%	3	100.0%
Academic-Subj Dept	1	100.0%	1	100.0%			1	100.0%
Academic-General Campus	1	100.0%	1	100.0%			1	100.0%
Finance & Insurance; Accounting	4	100.0%	3	75.0%	1	25.0%	3	75.0%
Information Services & Publishing	2	100.0%	2	100.0%	1	50.0%	2	100.0%
Manufacturing and Agriculture	5	100.0%	5	100.0%	1	20.0%	4	80.0%
Professional Services	6	100.0%	4	66.7%	1	16.7%	3	50.0%
Utilities; Transportation; Broadcasting; Movies; Trade	2	100.0%	2	100.0%	2	100.0%	2	100.0%
Other	1	100.0%	1	100.0%			1	100.0%
Total	27	100.0%	24	88.9%	8	29.6%	22	81.5%

**Table 23 - Number and Percentage of Employees by Type of Benefits Provided by Institution Group**

	Benefits provided by primary job							
	Medical insurance/group plan		Medical savings account		Dental insurance/group plan		Vision coverage	
	Cases	Percent	Cases	Percent	Cases	Percent	Cases	Percent
Federal Government	1	50.0%			1	50.0%		
Other Government	3	100.0%	1	33.3%	2	66.7%	1	33.3%
Academic-Subj Dept								
Academic-General Campus								
Finance & Insurance; Accounting	4	100.0%			1	25.0%	1	25.0%
Information Services & Publishing	2	100.0%						
Manufacturing and Agriculture	3	60.0%	1	20.0%	2	40.0%	1	20.0%
Professional Services	4	66.7%			2	33.3%	2	33.3%
Utilities; Transportation; Broadcasting; Movies; Trade	2	100.0%						
Other	1	100.0%						
Total	20	74.1%	2	7.4%	8	29.6%	5	18.5%

**Table 23 - Number and Percentage of Employees by Type of Benefits Provided by Institution Group**

	Benefits provided by primary job							
	Life insurance		Retirement plan		Long-term disability		Short-term disability	
	Cases	Percent	Cases	Percent	Cases	Percent	Cases	Percent
Federal Government	2	100.0%	1	50.0%	1	50.0%	1	50.0%
Other Government	2	66.7%	3	100.0%	1	33.3%	1	33.3%
Academic-Subj Dept			1	100.0%			1	100.0%
Academic-General Campus			1	100.0%	1	100.0%		
Finance & Insurance; Accounting	2	50.0%	3	75.0%	2	50.0%	2	50.0%
Information Services & Publishing	2	100.0%	1	50.0%				
Manufacturing and Agriculture	3	60.0%	4	80.0%	5	100.0%	2	40.0%
Professional Services	3	50.0%	2	33.3%	2	33.3%	1	16.7%
Utilities; Transportation; Broadcasting; Movies; Trade			1	50.0%				
Other			1	100.0%				
Total	14	51.9%	18	66.7%	12	44.4%	8	29.6%

**Table 23 - Number and Percentage of Employees by Type of Benefits Provided by Institution Group**

	Benefits provided by primary job							
	Child day care		Time off for child or elder care		Employee assistance or wellness program		Profit sharing	
	Cases	Percent	Cases	Percent	Cases	Percent	Cases	Percent
Federal Government			1	50.0%	1	50.0%		
Other Government	1	33.3%	1	33.3%	1	33.3%		
Academic-Subj Dept								
Academic-General Campus								
Finance & Insurance; Accounting			2	50.0%	1	25.0%		
Information Services & Publishing			1	50.0%	1	50.0%		
Manufacturing and Agriculture	3	60.0%	1	20.0%	2	40.0%	2	40.0%
Professional Services							2	33.3%
Utilities; Transportation; Broadcasting; Movies; Trade					1	50.0%		
Other								
Total	4	14.8%	6	22.2%	7	25.9%	4	14.8%

**Table 23 - Number and Percentage of Employees by Type of Benefits Provided by Institution Group**

	Benefits provided by primary job					
	Education/ professional development assistance		Professional association memberships		Adoption assistance	
	Cases	Percent	Cases	Percent	Cases	Percent
Federal Government			1	50.0%		
Other Government	1	33.3%				
Academic-Subj Dept			1	100.0%		
Academic-General Campus						
Finance & Insurance; Accounting	1	25.0%	2	50.0%		
Information Services & Publishing	2	100.0%	2	100.0%		
Manufacturing and Agriculture	4	80.0%	3	60.0%		
Professional Services	3	50.0%	3	50.0%		
Utilities; Transportation; Broadcasting; Movies; Trade	1	50.0%	1	50.0%		
Other	1	100.0%	1	100.0%		
Total	13	48.1%	14	51.9%		

**Table 24 - Health Insurance Plan Provided by Institution Group**

	Do you participate in an employee-offered health insurance plan?					
	Yes		No		Not Applicable	
	Count	Percent	Count	Percent	Count	Percent
Federal Government	1	50.0%			1	50.0%
Other Government	3	75.0%			1	25.0%
Academic-Subj Dept	1	100.0%				
Academic-General Campus			1	100.0%		
Finance & Insurance; Accounting	2	50.0%	1	25.0%	1	25.0%
Information Services & Publishing	2	66.7%			1	33.3%
Manufacturing and Agriculture	2	40.0%	1	20.0%	2	40.0%
Professional Services	2	28.6%			5	71.4%
Utilities; Transportation; Broadcasting; Movies; Trade	1	50.0%			1	50.0%
Other	1	100.0%				
Total	15	50.0%	3	10.0%	12	40.0%



**Table 25 - Individual Coverage Health Insurance Plan Benefits Provided by Institution Group**

	How much, as a percent of salary, do you contribute towards the premium for health insurance?		How does this percent that you pay compare to the previous year?	
	Count	Mean	The same	
			Count	Count Percent
Federal Government	1	50.0%	1	100.0%
Other Government	3	41.3%	3	100.0%
Academic-Subj Dept	1	90.0%	1	100.0%
Finance & Insurance; Accounting	1	.0%	1	100.0%
Information Services & Publishing	2	16.5%	2	100.0%
Manufacturing and Agriculture	2	12.5%	2	100.0%
Professional Services	2	2.9%	2	100.0%
Utilities; Transportation; Broadcasting; Movies; Trade	1	50.0%	1	100.0%
Total	13	29.1%	13	100.0%

**Table 26 - Dependent Coverage Health Insurance Plan Benefits Provided by Institution Group**

	How much, as a percent of salary, do you contribute towards the premium for health insurance?		How does the percent you pay compare to the previous year?	
	Count	Mean	The same	
			Count	Count Percent
Other Government	1	50.0%	1	100.0%
Finance & Insurance; Accounting	1	.0%	1	100.0%
Information Services & Publishing	1	.0%	1	100.0%
Manufacturing and Agriculture	1	.0%	2	100.0%
Professional Services	2	.0%	2	100.0%
Utilities; Transportation; Broadcasting; Movies; Trade	1	.0%	1	100.0%
Total	7	7.1%	8	100.0%

**Table 27 - Total Outlay for Health Insurance Benefits by Institution Group**

	How does your total outlay for health insurance benefits compare to the incremental change in your salary for 2008?			
	Increase in health insurance premium is LOWER THAN the increase in salary		Increase in health insurance premium is the SAME as the increase in salary	
	Count	Percent	Count	Percent
Federal Government			1	100.0%
Other Government	1	33.3%	2	66.7%
Finance & Insurance; Accounting			1	100.0%
Information Services & Publishing			1	100.0%
Manufacturing and Agriculture	1	50.0%	1	50.0%
Professional Services			2	100.0%
Utilities; Transportation; Broadcasting; Movies; Trade			1	100.0%
Total	2	18.2%	9	81.8%

**Table 28 - Salary Distribution by Employed/Self-Employed Status**

Europe\*\*\*

	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Mean	Mean Percent Change
Not Self-employed	41,400	48,280	62,000	84,500	100,000	21	66,696	8.0%
All Respondents	40,700	49,140	61,500	81,000	100,000	26	64,986	7.0%

**Table 29 - Salary Distribution by Contract Basis at Primary Job**

Europe\*\*\*

	10th Percentile	First Quartile 25%	Median 50%	Third Quartile 75%	90th Percentile	Number	Mean	Mean Percent Change
Work on Contract Basis	35,120	44,500	52,000	82,000	104,800	13	61,754	7.4%
Do Not Work on Contract Basis	47,592	60,500	71,000	83,052	96,400	12	70,569	7.2%
All Respondents	40,700	49,140	61,500	81,000	100,000	26	64,986	7.0%

**Table 30 - Salary Distribution by Number of Part-time Jobs Held**

Europe\*\*\*

.

**Table 31 - Salary Distribution by Number of Part-time Hours Worked per Week**

Europe\*\*\*

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## Table 32 - Salary Distribution by Reasons for Working Part-time

Europe\*\*\*

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# Appendix A

## **Salary Survey Instrument**





# SLA 2008 SALARY SURVEY

ASSOCIATION RESEARCH, INC. (ARI), AN INDEPENDENT SURVEY RESEARCH ORGANIZATION, IS CONDUCTING THIS CONFIDENTIAL SURVEY FOR SLA. **ALL RESPONSES WILL BE KEPT ANONYMOUS.**

PLEASE RETURN YOUR QUESTIONNAIRE NO LATER THAN **APRIL 30, 2008**, EITHER ONLINE, BY FAX +1.240.268.1267, OR BY MAIL DIRECTLY TO ASSOCIATION RESEARCH, INC., 15200 SHADY GROVE RD., SUITE 306, ROCKVILLE, MD 20850, USA.

IF YOU WOULD PREFER TO COMPLETE THE SURVEY ONLINE, YOU MAY DO SO BY GOING TO THE FOLLOWING WEB SITE:

**[www.ari-surveys.com/run/SLASalary08](http://www.ari-surveys.com/run/SLASalary08)**.

THANK YOU IN ADVANCE FOR YOUR TIME AND COMMITMENT TO SLA.

## ABOUT YOU

**1a. In what country do you work? If not currently working, provide information for residence:**

\_\_\_\_\_  
(COUNTRY)

**1b. If you work in the U.S. or Canada, in what city, state/province/territory, or postal code do you work? If not currently working, provide information for residence:**

\_\_\_\_\_  
(CITY)

\_\_\_\_\_  
(STATE/PROVINCE/TERRITORY)

\_\_\_\_\_  
(POSTAL CODE)

**2. What is your gender?**    ☐ Male                      ☐ Female

**3. What is your ethnicity or race?**

- ☐ 1. North American Native, Eskimo, Aleut
- ☐ 2. Asian, Pacific Islander
- ☐ 3. African-American, Black
- ☐ 4. Latino, Hispanic
- ☐ 5. Caucasian, White
- ☐ 6. Other (SPECIFY) \_\_\_\_\_
- ☐ 7. Not applicable

**4. How many years of work experience do you have in the library/information profession?** \_\_\_\_\_ years

**5. How many total years of work experience do you have?** \_\_\_\_\_ years

**6. What is the highest education level you have attained in (A) your subject field and (B) library/information sciences?**

	A. SUBJECT FIELD	B. LIBRARY/INFO SCIENCE
a. Doctorate.....	<input type="checkbox"/>	<input type="checkbox"/>
b. 6 <sup>th</sup> Year Certificate .....	<input type="checkbox"/>	<input type="checkbox"/>
c. Masters.....	<input type="checkbox"/>	<input type="checkbox"/>
d. Bachelor .....	<input type="checkbox"/>	<input type="checkbox"/>
e. Associate.....	<input type="checkbox"/>	<input type="checkbox"/>
f. Some college/university, but no degree.....	<input type="checkbox"/>	<input type="checkbox"/>
g. No college/university .....	<input type="checkbox"/>	<input type="checkbox"/>

**7. In which subject field(s) do you hold a degree(s)?** (CHECK ALL THAT APPLY)

- a. Biomedical Sciences ..... ☐
- b. Business, Human Resources, Public Administration ..... ☐
- c. Communications, Journalism, Public Relations ..... ☐
- d. Computer Sciences ..... ☐
- e. Earth Sciences..... ☐
- f. Education..... ☐
- g. Engineering..... ☐
- h. English, Literature, Composition..... ☐
- i. Fine and Applied Arts ..... ☐
- j. Foreign Languages..... ☐
- k. General Studies ..... ☐
- l. History..... ☐
- m. Law ..... ☐
- n. Philosophy, Religion ..... ☐
- o. Physical Sciences..... ☐
- p. Social Sciences ..... ☐
- q. Other (SPECIFY)..... ☐

**8. What was your primary work status as of April 1, 2008?**

- 1. Full-time (35+ hours at one job) or a Consultant ..... ☐ **SKIP TO Q12**
- 2. Part-time..... ☐ **GO TO Q9**
- 3. Not employed, but seeking employment..... ☐ **SKIP TO Q12**
- 4. Not employed and not seeking employment..... ☐ **SKIP TO Q40**
- 5. Retired..... ☐ **SKIP TO Q40**
- 6. Student..... ☐ **SKIP TO Q40**

**9. How many part-time jobs do you currently hold?** \_\_\_\_\_**10. How many hours did you work LAST WEEK?** \_\_\_\_\_**11. Why are you working part-time?**

- ☐ Prefer part-time/by choice
- ☐ Unable to secure full-time work
- ☐ Other (SPECIFY)\_\_\_\_\_

**12. Were you involuntarily unemployed for any period between April 1, 2007, and April 1, 2008?**

- ☐ Yes      ☐ No      (If "No," please SKIP to Q14b)

**13. How many months between April 1, 2007, and April 1, 2008, have you been/were you unemployed?**

\_\_\_\_\_ months

**14a. What was/is the reason for your unemployment?** (CHECK ONLY ONE)

- ☐ 1. Library/department closing, outsourcing, downsizing
- ☐ 2. A business closing, downsizing, restructuring or merger
- ☐ 3. Combination of the two above
- ☐ 4. End of contract
- ☐ 5. Recent student/graduate looking for work
- ☐ 6. Other (SPECIFY) \_\_\_\_\_

**14b. If you have voluntarily changed employment within the year, what was your primary reason for leaving your previous employer?** (CHECK ONLY ONE)

- ☐ 1. Better benefits
- ☐ 2. Better pay
- ☐ 3. Better environment
- ☐ 4. Organizational changes
- ☐ 5. Career change
- ☐ 6. Lack of job security
- ☐ 7. Lack of career development
- ☐ 8. Family commitments (relocation, child issues, health, etc.)
- ☐ 9. Work scheduling
- ☐ 10. Career change
- ☐ 11. Other (SPECIFY) \_\_\_\_\_

***If you are not employed, please skip to Q40. Thank you.***

**15. Do you work on a contract basis at your primary job?** ☐ Yes ☐ No

**16. Are you self-employed?** ☐ Yes ☐ No



## ABOUT YOUR EMPLOYER

**17. Which of the following types of institution best represents your business or the business of your employer? Please read the entire list before deciding. (Consultants, contractors and vendors: please refer to your business, not the business of your clients.)** (CHECK ONLY ONE)

### Government

- ☐ 1. Federal/National Government, including military branches
- ☐ 2. State, Provincial, Local or International Government

### Public Library

- ☐ 3. In subject department
- ☐ 4. In a general public library

### Academic Institution

- ☐ 5. In a subject department or research institute
- ☐ 6. In a general campus library

### For-profit and Not-for-profit Organizations (other than government and academic institutions)

- ☐ 7. Accounting
- ☐ 8. Agriculture, Forestry, Fishing and Hunting
- ☐ 9. Associations and Labor Unions
- ☐ 10. Broadcasting and Telecommunications
- ☐ 11. Finance — except insurance
- ☐ 12. Finance — insurance carriers, funds, trusts
- ☐ 13. Health Care and Social Assistance
- ☐ 14. Info Services — consortiums, membership or cooperative libraries or archives
- ☐ 15. Info Services — information broker, contract search services, all other information services not listed elsewhere
- ☐ 16. Info Services — internet service provider
- ☐ 17. Info Services — news syndicates, information providers
- ☐ 18. Manufacturing — aerospace products and parts
- ☐ 19. Manufacturing — chemical, except pharmaceutical and medical chemical
- ☐ 20. Manufacturing — computers and electronic products
- ☐ 21. Manufacturing — food, beverage and tobacco products
- ☐ 22. Manufacturing — miscellaneous
- ☐ 23. Manufacturing — mining (including oil and gas extraction), metals and mineral
- ☐ 24. Manufacturing — petroleum and coal products, plastics and rubber
- ☐ 25. Manufacturing — pharmaceuticals and medical chemicals
- ☐ 26. Manufacturing — textile, apparel, leather, printing, wood, paper and furniture
- ☐ 27. Manufacturing — transportation, except aerospace
- ☐ 28. Motion Picture and Sound Recording
- ☐ 29. Museums and Historical Sites
- ☐ 30. Professional Services — accounting, tax preparation, bookkeeping and payroll
- ☐ 31. Professional Services — advertising and related services, including public relations and direct mail
- ☐ 32. Professional Services — architectural, engineering and related design services
- ☐ 33. Professional Services — computer systems design and management
- ☐ 34. Professional Services — employee placement, temporary help, and administrative support
- ☐ 35. Professional Services — legal
- ☐ 36. Professional Services — management, scientific or technical consulting
- ☐ 37. Professional Services — other (market research, translation, etc.)
- ☐ 38. Professional Services — scientific research and development
- ☐ 39. Professional Services — real estate, rental and leasing
- ☐ 40. Publishing - newspaper, periodical, book, except database, directory, software
- ☐ 41. Publishing - database, directory, software
- ☐ 42. Religious, Grantmaking and Giving, Social Advocacy
- ☐ 43. Transportation Services
- ☐ 44. Utilities
- ☐ 45. Trade — wholesale and retail
- ☐ 46. Other (SPECIFY)\_\_\_\_\_

**18. How many people work at your company or institution (not just your library/department) at all locations? Of self-employed, including yourself, how many people do you employ? (CHECK ONLY ONE)**

- |                                     |   |
|-------------------------------------|---|
| <input type="checkbox"/> 1. One     | <input type="checkbox"/> 6. 500-999     |
| <input type="checkbox"/> 2. 2-9     | <input type="checkbox"/> 7. 1,000-2,499 |
| <input type="checkbox"/> 3. 10-24   | <input type="checkbox"/> 8. 2,500-4,999 |
| <input type="checkbox"/> 4. 25-99   | <input type="checkbox"/> 9. 5,000-9,999 |
| <input type="checkbox"/> 5. 100-499 | <input type="checkbox"/> 10. 10,000+    |

**19. Is your company, business or institution a Not-for-profit organization (e.g. government, academic institution, association)?** ☐ Yes ☐ No

**20. Which of the following INDUSTRIES best describes your business or the business of your employer? (CHECK ONLY ONE)**

- ☐ 1. Government
- ☐ 2. Public Library
- ☐ 3. Academic Institution
- ☐ 4. For-profit or Not-for-profit Organization (other than government or academic institutions)

**21. As of April 1, 2008, how many years have you worked for your present employer? If you are self-employed, how many years have you been self-employed? Please round to the nearest year.**

\_\_\_\_\_ years

**22. How many employees do you supervise or manage?**

- |                                  |                                   |                                   |
|----------------------------------|-----------------------------------|-----------------------------------|
| <input type="checkbox"/> 1. None | <input type="checkbox"/> 4. 5-6   | <input type="checkbox"/> 7. 15-19 |
| <input type="checkbox"/> 2. 1-2  | <input type="checkbox"/> 5. 7-9   | <input type="checkbox"/> 8. 20+   |
| <input type="checkbox"/> 3. 3-4  | <input type="checkbox"/> 6. 10-14 |                                   |

**23. Are the wages or salary in your current job set by a collective bargaining agreement between your employer and a labor union or employee association?**

- ☐ Yes ☐ No

**24. Do you work in a library, information resource center, or information-based department?**

- ☐ Yes ☐ No (If "No," please SKIP to Q27)

**25. What is your library or information resource center's budget for the current fiscal year? Please exclude salaries and rent. Include contractual services, materials/supplies, online services, etc. Please report all budget figures in your own country's currency.**

- |   |   |  |                                |
|---|---|--|--------------------------------|
| <input type="checkbox"/> U.S. Dollars       | <input type="checkbox"/> Canadian Dollars   | <input type="checkbox"/> Pounds Sterling | <input type="checkbox"/> Euros |
| <input type="checkbox"/> 1. Under 25,000    | <input type="checkbox"/> 6. 250,000-499,999   |  |                                |
| <input type="checkbox"/> 2. 25,000-49,999   | <input type="checkbox"/> 7. 500,000-999,999   |  |                                |
| <input type="checkbox"/> 3. 50,000-74,999   | <input type="checkbox"/> 8. 1,000,000+  |  |                                |
| <input type="checkbox"/> 4. 75,000-99,999   | <input type="checkbox"/> 9. No separate budget for library or information resource center |  |                                |
| <input type="checkbox"/> 5. 100,000-249,999 | <input type="checkbox"/> 10. Don't know   |  |                                |

**25c. In your opinion, how well does the library/information center's operating budget cover your library/information center's needs?**

- |                       |          |         |                       |                          |               |
|-----------------------|----------|---------|-----------------------|--------------------------|---------------|
| More Than<br>Adequate | Adequate | Neutral | Less Than<br>Adequate | Completely<br>Inadequate | Don't<br>Know |
| 1                     | 2        | 3       | 4                     | 5                        | 6             |

**25d. In your opinion, how would you rate your organization's use of the library/information center's services?**

- |              |      |         |                  |                         |
|--------------|------|---------|------------------|-------------------------|
| Very<br>Good | Good | Neutral | Not Very<br>Good | Not Very<br>Good At All |
| 1            | 2    | 3       | 4                | 5                       |

**25e. In your opinion, how well has your library/information center promoted the value of its information services within your organization?**

Very  
Well  
1

Well  
2

Neutral  
3

Not Very  
Well  
4

Not Very  
Well At All  
5

**26. Including yourself, how many full-time equivalent employees\* work in your library or information center?**

Number of employees \_\_\_\_\_

\* Sum number of non-overtime hours worked in info center during a time period and divide by number of hours a full-time employee would work during that period.

## RESPONSIBILITIES

**27. Which of the following job title definitions below MOST CLOSELY matches your *level* of responsibilities? (CHECK ONLY ONE)**

- ☐ 1. *Chief Information Officer, Vice President, Executive* — overall responsibility for multiple departments or areas
- ☐ 2. *Director, Manager* — full responsibility for budgeting, supervising and administering department operations; may include project management, designing and implementing information services or web content
- ☐ 3. *Assistant Manager, Department or Section Head* — responsible for administration of a specific area within the department
- ☐ 4. *Librarian, Information Specialist, Researcher, Analyst* — performs professional information services and research with little or no administrative responsibility; may include answering reference questions, cataloging, analyzing and interpreting data
- ☐ 5. *Webmaster* — responsible for designing web sites and managing web content
- ☐ 6. *Support Staff* — under general or direct supervision, performs work to assist and support a manager
- ☐ 7. *Professor, Academic Instructor* — instructs students, conducts research, represents a committee
- ☐ 8. *Product Sales Manager or Representative* — sells information products or training, may have wide range of admin duties
- ☐ 9. *Owner, Principal, Consultant* — self-employed in own business
- ☐ 10. *Other (SPECIFY)* \_\_\_\_\_

**28. How would you describe yourself professionally? (CHECK ONLY ONE)**

- ☐ 1. Information professional
- ☐ 2. Supplier/vendor information professional
- ☐ 3. Librarian
- ☐ 4. Special librarian
- ☐ 5. Other (SPECIFY) \_\_\_\_\_

**29. Using the letters in the list below, please indicate your PRIMARY responsibility measured in terms of the amount of time you spent doing each during the past month. Please read the entire list before choosing. Consultants: please choose the responsibilities you are most likely to perform for clients.**

**Primary Responsibility** \_\_\_\_\_

- |  |   |
|--|---|
| a. general responsibilities (e.g. solo librarians)               | n. information product/database development                 |
| b. administrative/management                                     | o. intranet/portal development, web content management      |
| c. administrative support/clerical                               | p. knowledge management                                     |
| d. abstracting, indexing, bibliography and thesaurus development | q. legal research   |
| e. acquisitions, collection development                          | r. online/electronic/literature researcher                  |
| f. research analyst  | s. publishing, editing, writing                             |
| g. archives, conservation, preservation                          | t. records management                                       |
| h. cataloging  | u. reference  |
| i. circulation, inter library loan                               | v. subject specialist                                       |
| j. computer systems specialist, automation, IT administration    | w. teaching for college/university (library school faculty) |
| k. alert services, current awareness, environmental scanning     | x. technical services                                       |
| l. database/software design                                      | y. teacher, user training                                   |
| m. competitive intelligence, business research                   | z. vendor/customer service, sales                           |
|  | aa. other (SPECIFY) _____                                   |

**30. To which department does the library/information center report? (CHECK ONLY ONE)**

- |   |   |
|---|---|
| <input type="checkbox"/> 1. Chief executive/CIO | <input type="checkbox"/> 5. Marketing                                       |
| <input type="checkbox"/> 2. Finance             | <input type="checkbox"/> 6. College/University/Department Director          |
| <input type="checkbox"/> 3. Research            | <input type="checkbox"/> 7. N/A, not employed in library/information center |
| <input type="checkbox"/> 4. HR/Admin.           | <input type="checkbox"/> 8. Other (SPECIFY) _____                           |

## COMPENSATION AND BENEFITS

**31. Please enter work-related earnings (such as basic annual salary, hourly rate or self-employed income) and the time period of those earnings as of April 1, 2008: This total should include only your earnings associated with your PRINCIPAL professional work (before deductions) and should not include bonuses, commissions or overtime. Please round to the nearest unit of currency.**

**For contractors and consultants:** please enter a total that includes gross billings minus operating expenses (including fees paid to subcontractors). Do not include bonuses, overtime or other payments for professional services. Do not include subsistence allowances.

\_\_\_\_\_ ☐ U.S. Dollars ☐ Canadian Dollars ☐ Pounds Sterling ☐ Euros

(AMOUNT)

**Per:** (Indicate time period) ☐ 1. Year ☐ 2. Month ☐ 3. Week ☐ 4. Hour ☐ 5. Other (SPECIFY) \_\_\_\_\_

**32. What were your work-related earnings from other forms of compensation (bonuses, commissions, overtime, etc.) between April 1, 2007, and April 1, 2008? Do not include stock options, health and life insurance, or pensions. If you were eligible for additional compensation, but did not receive any, please enter 0.**

\_\_\_\_\_ ☐ U.S. Dollars ☐ Canadian Dollars ☐ Pounds Sterling ☐ Euros

(AMOUNT)

**33. Did you work in the same position AND for the same organization (your own business if self-employed) on April 1, 2008, as you did on April 1, 2007?**

- ☐ Yes ☐ No

**34. By what percentage did your salary/earnings increase or decrease between April 1, 2007, and April 1, 2008? If self-employed, by what percentage did your rates go up or down?**

- ☐ Increased by \_\_\_\_\_%
- ☐ Decreased by \_\_\_\_\_%

**35. Which of these benefits does your primary job provide? (CHECK ALL THAT APPLY)**

- |  |   |
|--|---|
| <input type="checkbox"/> a. Paid sick leave              | <input type="checkbox"/> j. Long-term disability                          |
| <input type="checkbox"/> b. Paid personal leave          | <input type="checkbox"/> k. Short-term disability                         |
| <input type="checkbox"/> c. Paid vacation leave          | <input type="checkbox"/> l. Child day care                                |
| <input type="checkbox"/> d. Medical insurance/group plan | <input type="checkbox"/> m. Time off for child or elder care              |
| <input type="checkbox"/> e. Medical savings account      | <input type="checkbox"/> n. Employee assistance or wellness program       |
| <input type="checkbox"/> f. Dental insurance/group plan  | <input type="checkbox"/> o. Profit sharing                                |
| <input type="checkbox"/> g. Vision coverage              | <input type="checkbox"/> p. Education/professional development assistance |
| <input type="checkbox"/> h. Life insurance               | <input type="checkbox"/> q. Professional association memberships          |
| <input type="checkbox"/> i. Retirement plan              | <input type="checkbox"/> r. Adoption assistance                           |
|  | <input type="checkbox"/> s. None  |

**36. Do you participate in an employee-offered health insurance plan (medical, dental, and/or vision)?**

- ☐ Yes    ☐ No (SKIP TO Q40)    ☐ Not applicable (SKIP TO Q40)

**37a. For individual coverage, how much, as a percent, do you contribute towards the premium (0% if your employer pays all) \_\_\_\_\_%**

**37b. How does this percent compare to the previous year?** ☐ Higher    ☐ Lower    ☐ The Same

**38a. For dependent coverage, how much, as a percent, do you contribute towards the premium (0% if your employer pays all) \_\_\_\_\_%**

**38b. How does this percent compare to the previous year?** ☐ Higher    ☐ Lower    ☐ The Same

**39. How does your total outlay for health insurance benefits compare to the incremental change in your salary for 2008? (CHECK ONLY ONE)**

- ☐ 1. Increase in health insurance premium is higher than increase in salary
- ☐ 2. Increase in health insurance premium is lower than increase in salary
- ☐ 3. Increase in health insurance premium is the same as increase in salary

---

## SLA SALARY SURVEY REPORT

**40. Have you ever purchased an SLA Salary Survey and Workplace Study?** ☐ Yes    ☐ No

**41. Did you purchase a copy of the 2007 SLA Salary Survey and Workplace Study?** ☐ Yes    ☐ No

**42. If yes, did you buy the printed version or the PDF?** ☐ Print    ☐ PDF

**43. If you did not purchase a copy last year, why not? (CHECK ALL THAT APPLY)**

- ☐ a. Too expensive
- ☐ b. Too much data
- ☐ c. Data not relevant to me
- ☐ d. Not familiar with the report
- ☐ e. Other (SPECIFY) \_\_\_\_\_

**44. The SLA Salary Survey and Workplace Study costs \$60 for SLA members. Would you buy groups of tables in PDF format at a reduced price?** ☐ Yes    ☐ No

**45. If yes, how much would you be willing to pay for a group of tables? (CHECK ONLY ONE)**

- |  |                                       |
|--|---------------------------------------|
| <input type="checkbox"/> 1. Less than \$10 | <input type="checkbox"/> 3. \$20-\$29 |
| <input type="checkbox"/> 2. \$10-\$19      | <input type="checkbox"/> 4. \$30-\$39 |

46. Are you aware of the SLA Salary Calculator that is made available, at no extra cost, to purchasers of the SLA Salary Survey and Workplace Study? ☐ Yes ☐ No
47. Would you be interested in purchasing time-limited access to the Salary Calculator at a reduced price? ☐ Yes ☐ No
48. If yes, how much would you be willing to pay for such access? (CHECK ONLY ONE)
- |  |  |
|--|--|
| <input type="checkbox"/> 1. Less than \$10 | <input type="checkbox"/> 4. \$30-\$39    |
| <input type="checkbox"/> 2. \$10-\$19      | <input type="checkbox"/> 5. \$40 or more |
| <input type="checkbox"/> 3. \$20-\$29      |  |
- 

**THANK YOU VERY MUCH FOR COMPLETING THIS SURVEY.**

**PLEASE FAX YOUR QUESTIONNAIRE NO LATER THAN April 30, 2008 TO +1.240.268.1267**

*or mail to:*

**ASSOCIATION RESEARCH, INC.  
15200 SHADY GROVE RD., SUITE 306  
ROCKVILLE, MD 20850 USA**

IF YOU WOULD PREFER TO COMPLETE THE SURVEY ONLINE, YOU MAY DO SO BY GOING TO THE FOLLOWING WEB SITE:  
[www.ari-surveys.com/run/SLASalary08](http://www.ari-surveys.com/run/SLASalary08).



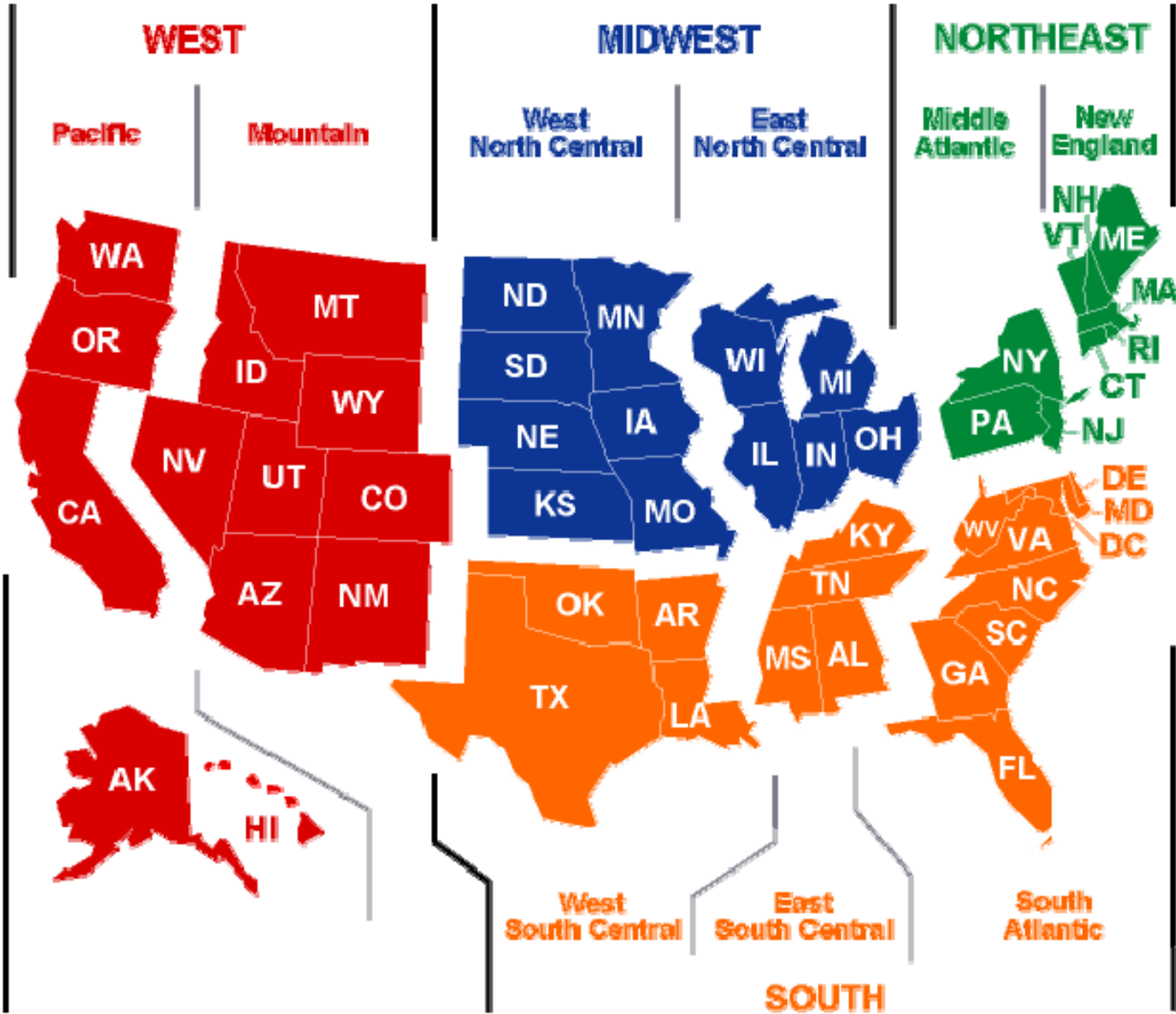
# Appendix B

## **Census Maps of Canada and the United States**









# **SLA ANNUAL WORKPLACE STUDY 2008**





# WORKPLACE STUDY EXECUTIVE SUMMARY

## Methodology

To supplement SLA's long-running and successful annual salary survey of U.S. and Canadian members, SLA created a supplemental survey in 2005 directed to Human Resources (HR) professionals. The new survey generated additional information on benefits, trends in hiring and expenditures, and changes in job descriptions and competencies. Association Research, Inc. (ARI) created an online questionnaire on a secure Web site. SLA Europe members did not receive this supplemental survey.

Since SLA lacked contact information for HR professionals, an invitation to participate in the HR survey was e-mailed to all SLA members who were requested to forward the e-mail to the HR department at their institution. The e-mail contained a direct link to the HR survey.

For 2008, 339 HR professionals responded to the survey, compared to 353 in 2007. Based on location, company size, and line of business, the respondents represent a broad cross section of institutions that employ information professionals.

For the purpose of this survey, information professionals were defined as staff involved in information gathering, dissemination, and research, and may include librarians, information specialists or researchers, Web developers and content managers, or knowledge managers.

## Organization Demographics

While only 16.3% of all respondents were in the Northeast, nearly identical shares, about 23%, came from the other three census regions. Another 13.3% (45) were headquartered in Canada.

One-third of respondents worked at companies with 2,000 or more employees, with the average for all respondents being 5,639. While the average number of employees dropped from just over 8,000 in 2007, the distribution of respondents by size was about the same in 2008.

Two out of five employers were for-profit, and nearly a quarter were academic institutions. Not-for-profit was next (20.1%), followed by government (13.1%), and then public libraries (3.5%).

Respondents reported an average of 43.4 information professionals in 2008, at all company locations, higher than 2007 but a similar level to the 42.2 reported in 2006. Smaller companies, with fewer than 100 employees, reported an average of 11.0 employees compared with 84.0 for companies with 2,000 or more employees. At their own work location, the average number of information professionals reported was 15.8 and the average number of paraprofessionals was 29.3, considerably higher than 2006 or 2007. There was a notable increase in the average number of professional and paraprofessionals reported by public libraries, but this was based on only five respondents.

For half of all respondents (50.7%), the library/information center reports to the Executive Office, referring to CEO/CIO/COO/CKO/Dean or VP. This is unchanged from 2007 survey. Of the 13.2% of companies that changed their reporting structure over the past two years, the largest proportion report to the Executive Office.

Three-quarters of the respondents use the services of the librarian/information center or information professional's service in 2008, a little lower than the level reported the previous two years. Nearly all respondents (97.3%) rated the center's services as "very high or high," similar

to 2007. Two-thirds of those participating rated the center's services as "very high," a little lower than last year but on par with 2006.

## Trends

The proportion of responding companies that outsource information functions increased in 2008. In 2008, the percentage was 21.8%, compared with 18.8% in 2007. A quarter of the organizations that have outsourced reported a reduction in library/information center staff, a little higher than 2007. Larger companies were significantly more likely to outsource and reduce library/information center staff. For companies with 2,000 or more employees, 27.3% have outsourced and 14.5% are considering it. The total, 41.8%, compares with only 18.8% in 2007. Of the larger companies that had outsourced, 41.2% reported a staff reduction, also much higher than reported the previous year.

During 2009, 45.4% of all respondents expect their library/information center budget to increase. Just over half (52.7%) of all respondents expect an increase in the size of their organization's staff in 2009, but only one-fifth (19.4%) anticipated an increase in their library/information center staff. Small companies (fewer than 100 employees) were decidedly more optimistic about staff and budget prospects for 2009.

Job descriptions or skill sets required for information professionals have changed at 74.1% of the responding organizations over the past five years. Over 70% of those reporting a change identified three skills sets as "very important" or "important": *knowledge management* (77.9%), *Web content management* (75.9%), and *database management* (70.8%).

The importance of formal professional education (e.g., MLS), in contrast to professional work experience, was rated at the same high level as in 2007. The MLS was rated "very important" (39.2%) or "important" (45.0%) by 84.2% of those responding in 2008. More than four out of five respondents (84.0%) reported that staff recently hired with an MLS or similar qualification had the skill sets required.

Asked what part of their current library/information center staff had the new skill sets, 31.0% of all respondents said all their staff did, and 64.6% said some of their staff did. The skills sets most often missing for applicants for library/information center positions were industry experience (57.4%), competencies (39.7%), and years of experience (35.5%).

Seven out of 10 companies use the Internet for advertising for library/information staff. Also, 56.0% used industry discussion lists, and 54.1% (significantly higher than 2007) used job boards. The local newspaper was used by 35.8% of respondents, a big drop from 2007. Association publications held steady at 42.1%.

Nearly two-thirds of those participating were familiar with the SLA Annual Salary Survey, about the same level as 2007. Of those familiar, 57.7% indicated that they use the SLA Annual Survey, over 10 percentage points lower than 2007.

## Remuneration Information

The fiscal year salary review was practiced by 40.1% of all responding companies in 2008, up from 34.9% in 2007. Calendar year salary reviews fell from 35.9% to 28.7% while anniversary fell a little to 14.0% from 17.4%.

Overall, pay increases at all locations averaged 3.6% as a percentage of base pay in 2007 and were expected to rise by 3.5% during 2008. Pay increases at library/information centers averaged 3.6% in 2007 and were expected to equal 3.5% in 2008.

Fringe benefits averaged 24.5% of salary for all employees, ranging from 32.0% at public libraries to 21.9% at for-profit companies.





# Appendix C

## **Statistical Tables**



## Background

		Total	
		Count Percent	Count
All Respondents		100.0%	339
Census Region	Northeast	16.3%	55
	South	23.7%	80
	North Central	23.1%	78
	West	23.7%	80
	Canada	13.3%	45
Number of Company Employees	Fewer than 100	14.4%	45
	100 - 499	29.5%	92
	500 - 1,999	23.4%	73
	2,000 or more	32.7%	102
Line of Business	Government	13.1%	41
	Public Library	3.5%	11
	Academic Institution	23.6%	74
	For-profit	39.8%	125
	Not-for-profit Organization	20.1%	63

**Q1 In what state/province do you work?**

		Total	
		Count Percent	Count
All Respondents		100.0%	339
In what state or province is your company headquartered?	Alabama	1.8%	6
	Alaska	1.2%	4
	Arizona	2.1%	7
	California	13.0%	44
	Colorado	1.5%	5
	Connecticut	.3%	1
	Dist of Columbia	4.7%	16
	Florida	1.8%	6
	Georgia	1.8%	6
	Illinois	6.2%	21
	Indiana	1.2%	4
	Iowa	.6%	2
	Kansas	.9%	3
	Kentucky	.9%	3
	Louisiana	.6%	2
	Maine	.3%	1
	Maryland	2.9%	10
	Massachusetts	5.0%	17
	Michigan	2.4%	8
	Minnesota	2.9%	10
	Missouri	1.5%	5
	Montana	.6%	2
	New Jersey	1.5%	5
	New York	5.0%	17
	North Carolina	1.8%	6
	North Dakota	.3%	1
	Ohio	6.2%	21
	Oklahoma	.6%	2
	Oregon	1.5%	5
	Pennsylvania	3.8%	13
	Rhode Island	.3%	1
	South Carolina	.3%	1
	Tennessee	2.1%	7
	Texas	2.4%	8
	Utah	.3%	1
	Virginia	1.8%	6
	Washington	3.5%	12
	Wisconsin	.9%	3
	Puerto Rico	.3%	1
	Alberta	2.9%	10
	British Columbia	2.7%	9
	Manitoba	.9%	3
	New Brunswick	.3%	1
	Nova Scotia	.3%	1
	Ontario	5.3%	18
	Quebec	.3%	1
	Yukon	.6%	2

**Q2 How many people currently work at your company at all locations?**

		How many people currently work at your company/institution at all locations?	
		Average	Count
All Respondents		5,639.1	312
Census Region	Northeast	9,335.1	54
	South	4,099.2	75
	North Central	7,374.3	75
	West	3,249.5	69
	Canada	4,173.4	38
Number of Company Employees	Fewer than 100	37.0	45
	100 - 499	274.0	92
	500 - 1,999	974.1	73
	2,000 or more	16,288.4	102
Line of Business	Government	3,967.3	40
	Public Library	1,288.8	11
	Academic Institution	3,459.0	71
	For-profit	10,156.3	121
	Not-for-profit Organization	1,580.6	63

**Line of Business**

		Line of Business					Total
		Government	Public Library	Academic Institution	For-profit	Not-for-profit Organization	Count
All Respondents		13.1%	3.5%	23.6%	39.8%	20.1%	314
Census Region	Northeast	3.7%	1.9%	25.9%	59.3%	9.3%	54
	South	18.7%	1.3%	29.3%	26.7%	24.0%	75
	North Central	9.2%	2.6%	18.4%	42.1%	27.6%	76
	West	11.6%	10.1%	20.3%	39.1%	18.8%	69
	Canada	25.6%	.0%	23.1%	35.9%	15.4%	39
Number of Company Employees	Fewer than 100	20.5%	4.5%	27.3%	9.1%	38.6%	44
	100 - 499	11.2%	3.4%	27.0%	34.8%	23.6%	89
	500 - 1,999	12.5%	5.6%	18.1%	48.6%	15.3%	72
	2,000 or more	11.9%	2.0%	21.8%	50.5%	13.9%	101

**Q4 How many people who currently work at your company at all locations are information professionals?**

		How many people who currently work at your company/institution at all locations are information professionals?	
		Average	Count
All Respondents		43.4	202
Census Region	Northeast	115.7	32
	South	16.7	45
	North Central	31.9	56
	West	45.6	45
	Canada	17.7	23
Number of Company Employees	Fewer than 100	11.0	29
	100 - 499	23.7	57
	500 - 1,999	31.8	49
	2,000 or more	84.0	65
Line of Business	Government	32.0	28
	Public Library	208.0	5
	Academic Institution	79.6	37
	For-profit	32.2	89
	Not-for-profit Organization	25.0	40

**Q5a How many information professionals work in your library/information center?**

		Information professionals	
		Average	Count
All Respondents		15.8	210
Census Region	Northeast	25.3	35
	South	8.6	47
	North Central	8.1	57
	West	28.6	45
	Canada	10.6	25
Number of Company Employees	Fewer than 100	6.6	32
	100 - 499	14.4	60
	500 - 1,999	14.4	50
	2,000 or more	22.7	66
Line of Business	Government	9.8	28
	Public Library	199.8	5
	Academic Institution	31.5	37
	For-profit	7.6	93
	Not-for-profit Organization	3.7	44

**Q5b How many paraprofessionals work in your library/information center?**

		Paraprofessionals	
		Average	Count
All Respondents		29.3	210
Census Region	Northeast	56.2	35
	South	10.9	47
	North Central	5.2	57
	West	47.2	45
	Canada	49.6	25
Number of Company Employees	Fewer than 100	6.9	32
	100 - 499	34.1	60
	500 - 1,999	14.9	50
	2,000 or more	47.0	66
Line of Business	Government	7.5	28
	Public Library	612.0	5
	Academic Institution	67.6	37
	For-profit	2.4	93
	Not-for-profit Organization	3.5	44

**Q5c How many employees work in your library/information center?**

		TOTAL	
		Average	Count
All Respondents		45.1	210
Census Region	Northeast	81.5	35
	South	19.5	47
	North Central	13.3	57
	West	75.8	45
	Canada	60.3	25
Number of Company Employees	Fewer than 100	13.5	32
	100 - 499	48.5	60
	500 - 1,999	29.2	50
	2,000 or more	69.7	66
Line of Business	Government	17.3	28
	Public Library	811.8	5
	Academic Institution	99.0	37
	For-profit	10.0	93
	Not-for-profit Organization	7.2	44



**Q6a By what percent has the number of Full-time library/information center employees changed in 2007?**

		By what percent has the number of full-time library/information center employees changed in 2007?	
		Average	Count
All Respondents		1.8%	206
Census Region	Northeast	-3.6%	36
	South	5.1%	46
	North Central	-.4%	56
	West	6.3%	43
	Canada	.8%	24
Number of Company Employees	Fewer than 100	4.4%	32
	100 - 499	5.8%	58
	500 - 1,999	-4.0%	50
	2,000 or more	1.4%	65
Line of Business	Government	-2.2%	28
	Public Library	3.0%	5
	Academic Institution	7.7%	34
	For-profit	2.3%	93
	Not-for-profit Organization	-1.6%	43

**Q6b By what percent has the number of Part-time library/information center employees changed in 2007?**

		By what percent has the number of part-time library/information center employees changed in 2007?	
		Average	Count
All Respondents		1.2%	147
Census Region	Northeast	-2.2%	23
	South	5.3%	38
	North Central	-.6%	39
	West	.1%	30
	Canada	2.9%	17
Number of Company Employees	Fewer than 100	13.6%	22
	100 - 499	-3.4%	43
	500 - 1,999	4.8%	33
	2,000 or more	-2.9%	48
Line of Business	Government	-2.0%	22
	Public Library	5.0%	5
	Academic Institution	14.6%	27
	For-profit	-1.7%	59
	Not-for-profit Organization	-2.9%	33

**Q7 To which department does the library/information center report?**

		To which department does the library/information center report?						Total
		Executive Office (e.g. CEO/CIO/ COO/ CKO/ Dean/VP	Finance	Research	HR/Admin	Marketing/ Member-ship	Other	Count
All Respondents		50.7%	2.7%	19.2%	6.4%	5.9%	15.1%	219
Census Region	Northeast	47.4%	7.9%	18.4%	7.9%	2.6%	15.8%	38
	South	54.2%	2.1%	20.8%	6.3%	8.3%	8.3%	48
	North Central	53.4%	.0%	19.0%	5.2%	6.9%	15.5%	58
	West	55.1%	2.0%	16.3%	6.1%	.0%	20.4%	49
	Canada	36.0%	4.0%	24.0%	8.0%	16.0%	12.0%	25
Number of Company Employees	Fewer than 100	60.6%	.0%	12.1%	3.0%	6.1%	18.2%	33
	100 - 499	48.3%	5.0%	18.3%	10.0%	6.7%	11.7%	60
	500 - 1,999	59.6%	1.9%	15.4%	5.8%	1.9%	15.4%	52
	2,000 or more	41.7%	2.8%	26.4%	5.6%	6.9%	16.7%	72
Line of Business	Government	27.6%	3.4%	31.0%	.0%	3.4%	34.5%	29
	Public Library	60.0%	.0%	.0%	.0%	.0%	40.0%	5
	Academic Institution	92.1%	.0%	2.6%	.0%	.0%	5.3%	38
	For-profit	48.5%	5.1%	25.3%	10.1%	6.1%	5.1%	99
	Not-for-profit Organization	33.3%	.0%	15.6%	6.7%	13.3%	31.1%	45

**Q8 Has there been a change in this reporting structure in the last two years?**

		Has there been a change in this reporting structure in the last two years?		Total
		Yes	No	Count
All Respondents		13.2%	86.8%	197
Census Region	Northeast	11.8%	88.2%	34
	South	21.4%	78.6%	42
	North Central	9.6%	90.4%	52
	West	11.1%	88.9%	45
	Canada	12.5%	87.5%	24
Number of Company Employees	Fewer than 100	13.8%	86.2%	29
	100 - 499	7.1%	92.9%	56
	500 - 1,999	14.6%	85.4%	48
	2,000 or more	17.7%	82.3%	62
Line of Business	Government	12.0%	88.0%	25
	Public Library	40.0%	60.0%	5
	Academic Institution	3.2%	96.8%	31
	For-profit	14.4%	85.6%	90
	Not-for-profit Organization	16.3%	83.7%	43

**Q9 If yes, to which department did the library/information center previously report?**

		If yes, to which department did the library/information center previously report?					Total
		Executive Office (e.g. CEO/CIO/ COO/ CKO/ Dean/VP	Finance	Research	HR/Admin	Other	Count
All Respondents		38.5%	11.5%	19.2%	7.7%	23.1%	26
Census Region	Northeast	50.0%	.0%	50.0%	.0%	.0%	4
	South	44.4%	22.2%	.0%	11.1%	22.2%	9
	North Central	20.0%	.0%	40.0%	.0%	40.0%	5
	West	60.0%	.0%	.0%	.0%	40.0%	5
	Canada	.0%	33.3%	33.3%	33.3%	.0%	3
Number of Company Employees	Fewer than 100	.0%	75.0%	.0%	25.0%	.0%	4
	100 - 499	75.0%	.0%	.0%	.0%	25.0%	4
	500 - 1,999	42.9%	.0%	14.3%	14.3%	28.6%	7
	2,000 or more	36.4%	.0%	36.4%	.0%	27.3%	11
Line of Business	Government	.0%	.0%	.0%	33.3%	66.7%	3
	Public Library	50.0%	.0%	.0%	.0%	50.0%	2
	Academic Institution	.0%	.0%	.0%	.0%	100.0%	1
	For-profit	46.2%	.0%	38.5%	7.7%	7.7%	13
	Not-for-profit Organization	42.9%	42.9%	.0%	.0%	14.3%	7

**Q10 Do you use the services of the library/information center?**

		Do you use the services of the library/information center or information professional's services?		Total
		Yes	No	Count
All Respondents		75.0%	25.0%	184
Census Region	Northeast	70.0%	30.0%	30
	South	76.9%	23.1%	39
	North Central	80.0%	20.0%	50
	West	71.4%	28.6%	42
	Canada	73.9%	26.1%	23
Number of Company Employees	Fewer than 100	85.2%	14.8%	27
	100 - 499	73.1%	26.9%	52
	500 - 1,999	67.4%	32.6%	46
	2,000 or more	77.6%	22.4%	58
Line of Business	Government	78.3%	21.7%	23
	Public Library	66.7%	33.3%	3
	Academic Institution	85.7%	14.3%	28
	For-profit	73.8%	26.2%	84
	Not-for-profit Organization	67.4%	32.6%	43

**Q11 If yes, how would you rate the value of the library/information center's services?**

		If yes, how would you rate the value of the library/information center's services?				Total
		Very Valuable	Valuable	Neutral	Not Valuable at All	Count
All Respondents		67.4%	29.9%	1.4%	1.4%	144
Census Region	Northeast	52.4%	42.9%	.0%	4.8%	21
	South	83.3%	16.7%	.0%	.0%	30
	North Central	65.9%	34.1%	.0%	.0%	41
	West	61.8%	32.4%	5.9%	.0%	34
	Canada	72.2%	22.2%	.0%	5.6%	18
Number of Company Employees	Fewer than 100	70.8%	20.8%	4.2%	4.2%	24
	100 - 499	62.5%	35.0%	.0%	2.5%	40
	500 - 1,999	69.7%	27.3%	3.0%	.0%	33
	2,000 or more	66.7%	33.3%	.0%	.0%	45
Line of Business	Government	77.8%	16.7%	.0%	5.6%	18
	Public Library	.0%	100.0%	.0%	.0%	3
	Academic Institution	56.0%	40.0%	4.0%	.0%	25
	For-profit	75.0%	25.0%	.0%	.0%	64
	Not-for-profit Organization	64.5%	29.0%	3.2%	3.2%	31

**Q12 In your opinion, how well has your library/information center promoted the value of its information services within your organization?**

		In your opinion, how well has your library/information center or information professional promoted the value of its information services within your organization?					Total
		Very Well	Well	Neutral	Not Very Well	Not Very Well at All	Count
All Respondents		38.0%	43.0%	14.5%	3.9%	.6%	179
Census Region	Northeast	7.4%	51.9%	33.3%	7.4%	.0%	27
	South	47.4%	34.2%	15.8%	2.6%	.0%	38
	North Central	41.7%	50.0%	6.3%	2.1%	.0%	48
	West	45.5%	40.9%	9.1%	4.5%	.0%	44
	Canada	36.4%	36.4%	18.2%	4.5%	4.5%	22
Number of Company Employees	Fewer than 100	57.7%	30.8%	7.7%	.0%	3.8%	26
	100 - 499	35.3%	47.1%	13.7%	3.9%	.0%	51
	500 - 1,999	37.8%	42.2%	15.6%	4.4%	.0%	45
	2,000 or more	30.9%	45.5%	18.2%	5.5%	.0%	55
Line of Business	Government	40.9%	45.5%	13.6%	.0%	.0%	22
	Public Library	25.0%	75.0%	.0%	.0%	.0%	4
	Academic Institution	31.0%	37.9%	27.6%	3.4%	.0%	29
	For-profit	33.8%	48.8%	13.8%	3.8%	.0%	80
	Not-for-profit Organization	51.2%	29.3%	9.8%	7.3%	2.4%	41

**Q13 Has your organization outsourced or considered outsourcing information functions?**

		Has your organization outsourced or considered outsourcing information functions?			Total
		Yes	Considering	No	Count
All Respondents		15.1%	6.7%	78.2%	179
Census Region	Northeast	26.7%	6.7%	66.7%	30
	South	7.7%	5.1%	87.2%	39
	North Central	14.9%	6.4%	78.7%	47
	West	14.6%	7.3%	78.0%	41
	Canada	13.6%	9.1%	77.3%	22
Number of Company Employees	Fewer than 100	8.0%	.0%	92.0%	25
	100 - 499	7.7%	1.9%	90.4%	52
	500 - 1,999	11.1%	6.7%	82.2%	45
	2,000 or more	27.3%	14.5%	58.2%	55
Line of Business	Government	18.2%	.0%	81.8%	22
	Public Library	25.0%	.0%	75.0%	4
	Academic Institution	17.2%	10.3%	72.4%	29
	For-profit	18.8%	11.3%	70.0%	80
	Not-for-profit Organization	4.9%	.0%	95.1%	41

**Q14 If yes, did the outsourcing result in a reduction in library/information center staff?**

		If yes, did the outsourcing result in a reduction in library/information center staff?		Total
		Yes	No	Count
All Respondents		25.0%	75.0%	40
Census Region	Northeast	62.5%	37.5%	8
	South	14.3%	85.7%	7
	North Central	9.1%	90.9%	11
	West	11.1%	88.9%	9
	Canada	40.0%	60.0%	5
Number of Company Employees	Fewer than 100	.0%	100.0%	4
	100 - 499	.0%	100.0%	10
	500 - 1,999	25.0%	75.0%	8
	2,000 or more	41.2%	58.8%	17
Line of Business	Government	20.0%	80.0%	5
	Public Library	.0%	100.0%	1
	Academic Institution	50.0%	50.0%	6
	For-profit	23.8%	76.2%	21
	Not-for-profit Organization	16.7%	83.3%	6

**Q15a Does your organization expect to increase budgets in 2009 within the Library/Information Center?**

		Does your organization expect to increase budgets in 2009 within the Library/Information Center?		Total
		Yes	No	Count
All Respondents		45.4%	54.6%	174
Census Region	Northeast	53.3%	46.7%	30
	South	48.7%	51.3%	39
	North Central	42.2%	57.8%	45
	West	48.8%	51.2%	41
	Canada	26.3%	73.7%	19
Number of Company Employees	Fewer than 100	61.5%	38.5%	26
	100 - 499	44.9%	55.1%	49
	500 - 1,999	45.5%	54.5%	44
	2,000 or more	37.7%	62.3%	53
Line of Business	Government	45.5%	54.5%	22
	Public Library	75.0%	25.0%	4
	Academic Institution	59.3%	40.7%	27
	For-profit	46.2%	53.8%	78
	Not-for-profit Organization	32.5%	67.5%	40

**Q15b Does your organization expect to increase budgets in 2009 within the Organization?**

		Does your organization expect to increase budgets in 2009 within the Organization?		Total
		Yes	No	Count
All Respondents		52.7%	47.3%	165
Census Region	Northeast	51.7%	48.3%	29
	South	53.8%	46.2%	39
	North Central	58.1%	41.9%	43
	West	55.0%	45.0%	40
	Canada	28.6%	71.4%	14
Number of Company Employees	Fewer than 100	65.2%	34.8%	23
	100 - 499	56.3%	43.8%	48
	500 - 1,999	58.1%	41.9%	43
	2,000 or more	38.0%	62.0%	50
Line of Business	Government	60.0%	40.0%	20
	Public Library	75.0%	25.0%	4
	Academic Institution	59.3%	40.7%	27
	For-profit	52.1%	47.9%	73
	Not-for-profit Organization	43.6%	56.4%	39

**Q16a Does your organization expect to increase staffing levels in 2009 within the Library/Information Center?**

		Does your organization expect to increase staffing levels in 2009 within the Library/Information Center?		Total
		Yes	No	Count
All Respondents		19.4%	80.6%	175
Census Region	Northeast	35.7%	64.3%	28
	South	17.5%	82.5%	40
	North Central	6.7%	93.3%	45
	West	26.8%	73.2%	41
	Canada	14.3%	85.7%	21
Number of Company Employees	Fewer than 100	28.0%	72.0%	25
	100 - 499	17.6%	82.4%	51
	500 - 1,999	17.8%	82.2%	45
	2,000 or more	18.9%	81.1%	53
Line of Business	Government	18.2%	81.8%	22
	Public Library	50.0%	50.0%	4
	Academic Institution	25.9%	74.1%	27
	For-profit	23.1%	76.9%	78
	Not-for-profit Organization	7.3%	92.7%	41

**Q16b Does your organization expect to increase staffing levels in 2009 within the Organization?**

		Does your organization expect to increase staffing levels in 2009 within the Organization?		Total
		Yes	No	Count
All Respondents		51.5%	48.5%	165
Census Region	Northeast	48.1%	51.9%	27
	South	41.0%	59.0%	39
	North Central	58.1%	41.9%	43
	West	61.0%	39.0%	41
	Canada	40.0%	60.0%	15
Number of Company Employees	Fewer than 100	45.5%	54.5%	22
	100 - 499	56.3%	43.8%	48
	500 - 1,999	61.4%	38.6%	44
	2,000 or more	41.2%	58.8%	51
Line of Business	Government	50.0%	50.0%	20
	Public Library	50.0%	50.0%	4
	Academic Institution	48.1%	51.9%	27
	For-profit	59.7%	40.3%	72
	Not-for-profit Organization	42.5%	57.5%	40

**Q17 Have the job descriptions or skill sets required for your information professionals changed over the last five years?**

		Have the job descriptions or skill sets required for your information professionals changed over the last five years?		Total
		Yes	No	Count
All Respondents		74.1%	25.9%	166
Census Region	Northeast	89.3%	10.7%	28
	South	74.3%	25.7%	35
	North Central	72.7%	27.3%	44
	West	77.5%	22.5%	40
	Canada	47.4%	52.6%	19
Number of Company Employees	Fewer than 100	83.3%	16.7%	24
	100 - 499	68.1%	31.9%	47
	500 - 1,999	72.1%	27.9%	43
	2,000 or more	76.9%	23.1%	52
Line of Business	Government	76.2%	23.8%	21
	Public Library	75.0%	25.0%	4
	Academic Institution	84.6%	15.4%	26
	For-profit	75.3%	24.7%	77
	Not-for-profit Organization	61.1%	38.9%	36

**Q18 How important are the following new skill sets?**

	Very Important	Important	Neutral	Not Important	Not Important at All	No Opinion
Knowledge management	40.4%	37.5%	14.0%	.7%	2.2%	5.1%
Competitive intelligence	32.8%	31.4%	16.1%	4.4%	5.1%	10.2%
Records management	21.5%	30.4%	22.2%	8.9%	11.1%	5.9%
Database management	35.0%	35.8%	17.5%	2.2%	5.1%	4.4%
Web content management	43.8%	32.1%	10.2%	1.5%	6.6%	5.8%
Web development	31.9%	30.4%	17.8%	5.2%	9.6%	5.2%
Taxonomy creation	12.5%	23.5%	28.7%	11.0%	6.6%	17.6%
Other	40.0%	16.7%	3.3%	.0%	.0%	40.0%



**Q18a How important is the knowledge management skill set?**

		Knowledge management						Total
		Very Important	Important	Neutral	Not Important	Not Important at All	No Opinion	Count
All Respondents		40.4%	37.5%	14.0%	.7%	2.2%	5.1%	136
Census Region	Northeast	35.7%	35.7%	25.0%	.0%	3.6%	.0%	28
	South	43.3%	36.7%	6.7%	.0%	.0%	13.3%	30
	North Central	48.4%	35.5%	9.7%	.0%	6.5%	.0%	31
	West	36.1%	44.4%	16.7%	.0%	.0%	2.8%	36
	Canada	36.4%	27.3%	9.1%	9.1%	.0%	18.2%	11
Number of Company Employees	Fewer than 100	57.9%	26.3%	10.5%	.0%	.0%	5.3%	19
	100 - 499	39.5%	39.5%	10.5%	.0%	2.6%	7.9%	38
	500 - 1,999	38.9%	38.9%	13.9%	.0%	5.6%	2.8%	36
	2,000 or more	35.7%	38.1%	19.0%	2.4%	.0%	4.8%	42
Line of Business	Government	47.1%	29.4%	17.6%	.0%	.0%	5.9%	17
	Public Library	.0%	66.7%	33.3%	.0%	.0%	.0%	3
	Academic Institution	48.0%	28.0%	16.0%	.0%	4.0%	4.0%	25
	For-profit	35.9%	42.2%	14.1%	.0%	3.1%	4.7%	64
	Not-for-profit Organization	48.0%	32.0%	8.0%	4.0%	.0%	8.0%	25

**Q18b How important is the competitive intelligence skill set?**

		Competitive intelligence						Total
		Very Important	Important	Neutral	Not Important	Not Important at All	No Opinion	Count
All Respondents		32.8%	31.4%	16.1%	4.4%	5.1%	10.2%	137
Census Region	Northeast	46.4%	25.0%	14.3%	3.6%	7.1%	3.6%	28
	South	16.7%	36.7%	16.7%	3.3%	3.3%	23.3%	30
	North Central	39.4%	27.3%	18.2%	3.0%	9.1%	3.0%	33
	West	25.0%	38.9%	19.4%	8.3%	2.8%	5.6%	36
	Canada	50.0%	20.0%	.0%	.0%	.0%	30.0%	10
Number of Company Employees	Fewer than 100	31.6%	31.6%	15.8%	5.3%	.0%	15.8%	19
	100 - 499	34.2%	28.9%	23.7%	.0%	.0%	13.2%	38
	500 - 1,999	33.3%	33.3%	11.1%	.0%	13.9%	8.3%	36
	2,000 or more	32.6%	32.6%	14.0%	11.6%	2.3%	7.0%	43
Line of Business	Government	18.8%	25.0%	6.3%	12.5%	12.5%	25.0%	16
	Public Library	.0%	33.3%	33.3%	33.3%	.0%	.0%	3
	Academic Institution	20.0%	28.0%	16.0%	8.0%	16.0%	12.0%	25
	For-profit	42.4%	30.3%	16.7%	1.5%	1.5%	7.6%	66
	Not-for-profit Organization	36.0%	36.0%	20.0%	.0%	.0%	8.0%	25

**Q18c How important is the records management skill set?**

		Records management						Total
		Very Important	Important	Neutral	Not Important	Not Important at All	No Opinion	Count
All Respondents		21.5%	30.4%	22.2%	8.9%	11.1%	5.9%	135
Census Region	Northeast	17.9%	32.1%	21.4%	10.7%	17.9%	.0%	28
	South	20.0%	30.0%	23.3%	10.0%	6.7%	10.0%	30
	North Central	29.0%	32.3%	22.6%	6.5%	3.2%	6.5%	31
	West	20.0%	28.6%	25.7%	8.6%	14.3%	2.9%	35
	Canada	18.2%	27.3%	9.1%	9.1%	18.2%	18.2%	11
Number of Company Employees	Fewer than 100	30.0%	30.0%	20.0%	10.0%	.0%	10.0%	20
	100 - 499	28.9%	31.6%	21.1%	.0%	10.5%	7.9%	38
	500 - 1,999	17.6%	29.4%	20.6%	11.8%	14.7%	5.9%	34
	2,000 or more	14.3%	28.6%	26.2%	14.3%	14.3%	2.4%	42
Line of Business	Government	23.5%	29.4%	23.5%	5.9%	5.9%	11.8%	17
	Public Library	.0%	.0%	66.7%	33.3%	.0%	.0%	3
	Academic Institution	25.0%	33.3%	25.0%	8.3%	4.2%	4.2%	24
	For-profit	20.3%	28.1%	20.3%	7.8%	18.8%	4.7%	64
	Not-for-profit Organization	20.8%	33.3%	20.8%	12.5%	4.2%	8.3%	24

**Q18d How important is the database management skill set?**

		Database management						Total
		Very Important	Important	Neutral	Not Important	Not Important at All	No Opinion	Count
All Respondents		35.0%	35.8%	17.5%	2.2%	5.1%	4.4%	137
Census Region	Northeast	46.4%	21.4%	21.4%	3.6%	7.1%	.0%	28
	South	37.9%	31.0%	17.2%	3.4%	.0%	10.3%	29
	North Central	42.4%	39.4%	9.1%	.0%	9.1%	.0%	33
	West	25.0%	47.2%	19.4%	2.8%	2.8%	2.8%	36
	Canada	9.1%	36.4%	27.3%	.0%	9.1%	18.2%	11
Number of Company Employees	Fewer than 100	60.0%	30.0%	5.0%	.0%	.0%	5.0%	20
	100 - 499	32.4%	32.4%	21.6%	.0%	5.4%	8.1%	37
	500 - 1,999	29.7%	37.8%	21.6%	2.7%	5.4%	2.7%	37
	2,000 or more	31.0%	38.1%	16.7%	4.8%	7.1%	2.4%	42
Line of Business	Government	41.2%	41.2%	11.8%	5.9%	.0%	.0%	17
	Public Library	.0%	33.3%	66.7%	.0%	.0%	.0%	3
	Academic Institution	33.3%	50.0%	8.3%	.0%	4.2%	4.2%	24
	For-profit	29.2%	33.8%	21.5%	3.1%	7.7%	4.6%	65
	Not-for-profit Organization	52.0%	24.0%	12.0%	.0%	4.0%	8.0%	25

**Q18e How important is the web content management skill set?**

		Web content management						Total
		Very Important	Important	Neutral	Not Important	Not Important at All	No Opinion	Count
All Respondents		43.8%	32.1%	10.2%	1.5%	6.6%	5.8%	137
Census Region	Northeast	46.4%	21.4%	10.7%	.0%	17.9%	3.6%	28
	South	37.9%	37.9%	13.8%	.0%	3.4%	6.9%	29
	North Central	57.6%	21.2%	6.1%	3.0%	6.1%	6.1%	33
	West	38.9%	44.4%	11.1%	2.8%	.0%	2.8%	36
	Canada	27.3%	36.4%	9.1%	.0%	9.1%	18.2%	11
Number of Company Employees	Fewer than 100	70.0%	15.0%	10.0%	.0%	.0%	5.0%	20
	100 - 499	43.2%	24.3%	10.8%	2.7%	8.1%	10.8%	37
	500 - 1,999	43.2%	29.7%	13.5%	2.7%	5.4%	5.4%	37
	2,000 or more	33.3%	47.6%	7.1%	.0%	9.5%	2.4%	42
Line of Business	Government	52.9%	35.3%	.0%	.0%	.0%	11.8%	17
	Public Library	.0%	100.0%	.0%	.0%	.0%	.0%	3
	Academic Institution	64.0%	20.0%	4.0%	4.0%	4.0%	4.0%	25
	For-profit	32.3%	36.9%	13.8%	1.5%	9.2%	6.2%	65
	Not-for-profit Organization	54.2%	20.8%	12.5%	.0%	8.3%	4.2%	24

**Q18f How important is the web development skill set?**

		Web development						Total
		Very Important	Important	Neutral	Not Important	Not Important at All	No Opinion	Count
All Respondents		31.9%	30.4%	17.8%	5.2%	9.6%	5.2%	135
Census Region	Northeast	37.0%	18.5%	18.5%	7.4%	18.5%	.0%	27
	South	17.2%	44.8%	17.2%	10.3%	3.4%	6.9%	29
	North Central	37.5%	31.3%	12.5%	3.1%	9.4%	6.3%	32
	West	36.1%	25.0%	25.0%	2.8%	8.3%	2.8%	36
	Canada	27.3%	36.4%	9.1%	.0%	9.1%	18.2%	11
Number of Company Employees	Fewer than 100	50.0%	27.8%	5.6%	16.7%	.0%	.0%	18
	100 - 499	27.0%	29.7%	13.5%	8.1%	10.8%	10.8%	37
	500 - 1,999	35.1%	21.6%	24.3%	2.7%	10.8%	5.4%	37
	2,000 or more	23.8%	40.5%	21.4%	.0%	11.9%	2.4%	42
Line of Business	Government	17.6%	64.7%	5.9%	.0%	.0%	11.8%	17
	Public Library	33.3%	33.3%	33.3%	.0%	.0%	.0%	3
	Academic Institution	52.0%	28.0%	8.0%	4.0%	4.0%	4.0%	25
	For-profit	20.3%	29.7%	25.0%	4.7%	15.6%	4.7%	64
	Not-for-profit Organization	54.2%	8.3%	12.5%	12.5%	8.3%	4.2%	24

**Q18g How important is the taxonomy creation skill set?**

		Taxonomy creation						Total
		Very Important	Important	Neutral	Not Important	Not Important at All	No Opinion	Count
All Respondents		12.5%	23.5%	28.7%	11.0%	6.6%	17.6%	136
Census Region	Northeast	18.5%	11.1%	29.6%	14.8%	11.1%	14.8%	27
	South	13.3%	20.0%	36.7%	10.0%	.0%	20.0%	30
	North Central	15.6%	21.9%	28.1%	6.3%	9.4%	18.8%	32
	West	8.3%	38.9%	25.0%	8.3%	8.3%	11.1%	36
	Canada	.0%	18.2%	18.2%	27.3%	.0%	36.4%	11
Number of Company Employees	Fewer than 100	26.3%	26.3%	21.1%	5.3%	.0%	21.1%	19
	100 - 499	15.8%	15.8%	34.2%	7.9%	5.3%	21.1%	38
	500 - 1,999	5.4%	18.9%	27.0%	16.2%	8.1%	24.3%	37
	2,000 or more	9.5%	33.3%	28.6%	11.9%	9.5%	7.1%	42
Line of Business	Government	11.8%	41.2%	17.6%	5.9%	.0%	23.5%	17
	Public Library	.0%	33.3%	33.3%	33.3%	.0%	.0%	3
	Academic Institution	8.3%	37.5%	25.0%	8.3%	8.3%	12.5%	24
	For-profit	12.3%	18.5%	24.6%	15.4%	10.8%	18.5%	65
	Not-for-profit Organization	20.0%	12.0%	44.0%	4.0%	.0%	20.0%	25

**Q18h How important are other skill sets?**

		Other				Total
		Very Important	Important	Neutral	No Opinion	Count
All Respondents		40.0%	16.7%	3.3%	40.0%	30
Census Region	Northeast	60.0%	20.0%	.0%	20.0%	5
	South	33.3%	16.7%	.0%	50.0%	6
	North Central	33.3%	33.3%	.0%	33.3%	3
	West	50.0%	20.0%	.0%	30.0%	10
	Canada	16.7%	.0%	16.7%	66.7%	6
Number of Company Employees	Fewer than 100	66.7%	.0%	.0%	33.3%	3
	100 - 499	7.7%	23.1%	7.7%	61.5%	13
	500 - 1,999	57.1%	.0%	.0%	42.9%	7
	2,000 or more	71.4%	28.6%	.0%	.0%	7
Line of Business	Government	40.0%	20.0%	.0%	40.0%	5
	Academic Institution	66.7%	.0%	16.7%	16.7%	6
	For-profit	21.4%	28.6%	.0%	50.0%	14
	Not-for-profit Organization	60.0%	.0%	.0%	40.0%	5

**Q19 How important is a formal professional education (e.g. MLS) compared with professional work experience?**

		How important is a formal professional education (e.g. MLS) compared with professional work experience?						Total
		Very Important	Important	Neutral	Not Important	Not Important at All	No Opinion	Count
All Respondents		39.2%	45.0%	11.7%	2.9%	.6%	.6%	171
Census Region	Northeast	17.2%	69.0%	6.9%	6.9%	.0%	.0%	29
	South	50.0%	33.3%	13.9%	.0%	.0%	2.8%	36
	North Central	34.9%	46.5%	16.3%	2.3%	.0%	.0%	43
	West	50.0%	40.5%	9.5%	.0%	.0%	.0%	42
	Canada	38.1%	38.1%	9.5%	9.5%	4.8%	.0%	21
Number of Company Employees	Fewer than 100	60.0%	36.0%	.0%	.0%	4.0%	.0%	25
	100 - 499	42.9%	34.7%	18.4%	4.1%	.0%	.0%	49
	500 - 1,999	34.9%	48.8%	16.3%	.0%	.0%	.0%	43
	2,000 or more	30.8%	53.8%	7.7%	5.8%	.0%	1.9%	52
Line of Business	Government	45.5%	54.5%	.0%	.0%	.0%	.0%	22
	Public Library	75.0%	25.0%	.0%	.0%	.0%	.0%	4
	Academic Institution	56.0%	36.0%	8.0%	.0%	.0%	.0%	25
	For-profit	30.4%	50.6%	12.7%	5.1%	.0%	1.3%	79
	Not-for-profit Organization	36.8%	39.5%	18.4%	2.6%	2.6%	.0%	38

**Q20 Have the staff recently hired with an MLS or similar qualification demonstrated the skill sets required?**

		Have the staff recently hired with an MLS or similar qualification demonstrated the skill sets required?		Total
		Yes	No	Count
All Respondents		84.0%	16.0%	162
Census Region	Northeast	84.6%	15.4%	26
	South	79.4%	20.6%	34
	North Central	82.9%	17.1%	41
	West	88.4%	11.6%	43
	Canada	83.3%	16.7%	18
Number of Company Employees	Fewer than 100	95.8%	4.2%	24
	100 - 499	80.4%	19.6%	46
	500 - 1,999	76.7%	23.3%	43
	2,000 or more	87.2%	12.8%	47
Line of Business	Government	85.0%	15.0%	20
	Public Library	100.0%	.0%	5
	Academic Institution	88.0%	12.0%	25
	For-profit	82.2%	17.8%	73
	Not-for-profit Organization	86.1%	13.9%	36

**Q21 What part of your current library/information center staff has the new skill sets?**

		What part of your current library/information center staff has the new skill sets?			Total
		All Staff	Some Staff	None	Count
All Respondents		31.0%	64.6%	4.4%	158
Census Region	Northeast	21.4%	75.0%	3.6%	28
	South	45.5%	51.5%	3.0%	33
	North Central	30.8%	64.1%	5.1%	39
	West	29.3%	68.3%	2.4%	41
	Canada	23.5%	64.7%	11.8%	17
Number of Company Employees	Fewer than 100	25.0%	66.7%	8.3%	24
	100 - 499	26.8%	68.3%	4.9%	41
	500 - 1,999	31.8%	63.6%	4.5%	44
	2,000 or more	38.3%	59.6%	2.1%	47
Line of Business	Government	42.9%	52.4%	4.8%	21
	Public Library	50.0%	50.0%	.0%	4
	Academic Institution	15.4%	80.8%	3.8%	26
	For-profit	32.9%	64.3%	2.9%	70
	Not-for-profit Organization	32.4%	58.8%	8.8%	34

**Q22 Where do you advertise for library/information center staff?**

		Local newspaper	Internet	Industry discussion lists	Job boards	Association publications	Other	Total
								Count
All Respondents		35.8%	69.8%	56.0%	54.1%	42.1%	10.7%	339
Census Region	Northeast	25.9%	74.1%	59.3%	44.4%	55.6%	7.4%	55
	South	55.9%	76.5%	55.9%	41.2%	41.2%	11.8%	80
	North Central	38.5%	66.7%	48.7%	66.7%	38.5%	10.3%	78
	West	27.5%	72.5%	70.0%	55.0%	42.5%	17.5%	80
	Canada	26.3%	52.6%	36.8%	63.2%	31.6%	.0%	45
Number of Company Employees	Fewer than 100	41.7%	79.2%	58.3%	58.3%	41.7%	4.2%	45
	100 - 499	39.5%	65.1%	51.2%	46.5%	39.5%	14.0%	92
	500 - 1,999	41.9%	69.8%	62.8%	51.2%	39.5%	14.0%	73
	2,000 or more	25.5%	70.2%	55.3%	63.8%	44.7%	8.5%	102
Line of Business	Government	33.3%	76.2%	52.4%	42.9%	42.9%	19.0%	41
	Public Library	75.0%	100.0%	50.0%	75.0%	25.0%	25.0%	11
	Academic Institution	46.2%	84.6%	61.5%	50.0%	65.4%	.0%	74
	For-profit	25.7%	61.4%	52.9%	51.4%	38.6%	14.3%	125
	Not-for-profit Organization	42.9%	68.6%	62.9%	71.4%	37.1%	2.9%	63

Percentages based on respondents answering this question

**Q23 Do applicants for library/information center positions have the necessary skill sets?**

		Do applicants for library/information center positions have the necessary skill sets?					Total
		Always	Most of the time	Sometimes	Rarely	Never	Count
All Respondents		13.4%	56.7%	28.7%	.6%	.6%	157
Census Region	Northeast	11.1%	63.0%	25.9%	.0%	.0%	27
	South	20.6%	35.3%	44.1%	.0%	.0%	34
	North Central	7.9%	60.5%	31.6%	.0%	.0%	38
	West	12.8%	61.5%	23.1%	2.6%	.0%	39
	Canada	15.8%	68.4%	10.5%	.0%	5.3%	19
Number of Company Employees	Fewer than 100	8.3%	70.8%	20.8%	.0%	.0%	24
	100 - 499	16.3%	51.2%	32.6%	.0%	.0%	43
	500 - 1,999	16.3%	48.8%	34.9%	.0%	.0%	43
	2,000 or more	11.1%	60.0%	24.4%	2.2%	2.2%	45
Line of Business	Government	23.8%	52.4%	23.8%	.0%	.0%	21
	Public Library	.0%	100.0%	.0%	.0%	.0%	4
	Academic Institution	7.7%	53.8%	38.5%	.0%	.0%	26
	For-profit	13.2%	55.9%	30.9%	.0%	.0%	68
	Not-for-profit Organization	14.3%	54.3%	25.7%	2.9%	2.9%	35

**Q24 What skill sets, if any, are missing in most cases?**

		Years of experience	Industry experience	Competencies	Educational qualification	Other	Total
							Count
All Respondents		35.5%	57.4%	39.7%	22.0%	9.2%	339
Census Region	Northeast	25.9%	63.0%	37.0%	14.8%	11.1%	55
	South	32.1%	50.0%	39.3%	21.4%	10.7%	80
	North Central	40.5%	62.2%	35.1%	24.3%	2.7%	78
	West	38.2%	52.9%	50.0%	20.6%	14.7%	80
	Canada	40.0%	60.0%	33.3%	33.3%	6.7%	45
Number of Company Employees	Fewer than 100	56.5%	47.8%	30.4%	17.4%	13.0%	45
	100 - 499	20.0%	68.6%	28.6%	22.9%	8.6%	92
	500 - 1,999	32.5%	50.0%	45.0%	20.0%	.0%	73
	2,000 or more	39.0%	63.4%	51.2%	24.4%	14.6%	102
Line of Business	Government	33.3%	38.9%	27.8%	38.9%	11.1%	41
	Public Library	.0%	.0%	75.0%	50.0%	.0%	11
	Academic Institution	52.2%	60.9%	65.2%	30.4%	4.3%	74
	For-profit	27.0%	71.4%	31.7%	12.7%	6.3%	125
	Not-for-profit Organization	46.7%	46.7%	36.7%	23.3%	20.0%	63

Percentages based on respondents answering this question

**Q25 Are you familiar with the SLA Annual Salary Survey?**

		Are you familiar with the SLA Annual Salary Survey?		Total
		Yes	No	Count
All Respondents		64.6%	35.4%	164
Census Region	Northeast	63.0%	37.0%	27
	South	48.6%	51.4%	35
	North Central	76.7%	23.3%	43
	West	61.0%	39.0%	41
	Canada	77.8%	22.2%	18
Number of Company Employees	Fewer than 100	66.7%	33.3%	24
	100 - 499	59.6%	40.4%	47
	500 - 1,999	67.4%	32.6%	43
	2,000 or more	64.6%	35.4%	48
Line of Business	Government	35.0%	65.0%	20
	Public Library	60.0%	40.0%	5
	Academic Institution	57.7%	42.3%	26
	For-profit	75.0%	25.0%	72
	Not-for-profit Organization	65.8%	34.2%	38

**Q26 If familiar with the SLA Annual Salary Survey, do you use it?**

		Do you use the SLA Annual Salary Survey?		Total
		Yes	No	Count
All Respondents		57.7%	42.3%	104
Census Region	Northeast	66.7%	33.3%	15
	South	47.1%	52.9%	17
	North Central	57.6%	42.4%	33
	West	64.0%	36.0%	25
	Canada	50.0%	50.0%	14
Number of Company Employees	Fewer than 100	50.0%	50.0%	16
	100 - 499	67.9%	32.1%	28
	500 - 1,999	55.2%	44.8%	29
	2,000 or more	56.7%	43.3%	30
Line of Business	Government	.0%	100.0%	7
	Public Library	66.7%	33.3%	3
	Academic Institution	42.9%	57.1%	14
	For-profit	67.9%	32.1%	53
	Not-for-profit Organization	56.0%	44.0%	25



**Q27 What other sources do you use for salary data for information professionals?**

		Government statistics	Industry specific surveys (e. g., ALA, MLA, SCIP)	Surveys covering numerous positions (e. g., BLS/ SHRM)	Other	Total Count
All Respondents		30.3%	52.8%	50.0%	20.4%	339
Census Region	Northeast	26.1%	52.2%	52.2%	17.4%	55
	South	33.3%	36.4%	51.5%	33.3%	80
	North Central	36.1%	55.6%	61.1%	16.7%	78
	West	23.5%	64.7%	44.1%	11.8%	80
	Canada	31.3%	56.3%	31.3%	25.0%	45
Number of Company Employees	Fewer than 100	36.8%	36.8%	47.4%	36.8%	45
	100 - 499	27.5%	65.0%	42.5%	12.5%	92
	500 - 1,999	30.0%	55.0%	47.5%	20.0%	73
	2,000 or more	31.7%	43.9%	63.4%	22.0%	102
Line of Business	Government	62.5%	6.3%	31.3%	25.0%	41
	Public Library	100.0%	50.0%	25.0%	25.0%	11
	Academic Institution	39.1%	69.6%	47.8%	17.4%	74
	For-profit	17.2%	68.8%	48.4%	18.8%	125
	Not-for-profit Organization	21.9%	31.3%	71.9%	21.9%	63

Percentages based on respondents answering this question

**Q28 When are salaries reviewed?**

		When are salaries reviewed?				Total Count
		Calendar year	Fiscal year	Anniversary date	Other	
All Respondents		28.7%	40.1%	14.0%	17.2%	157
Census Region	Northeast	54.2%	33.3%	.0%	12.5%	24
	South	14.7%	50.0%	17.6%	17.6%	34
	North Central	38.1%	35.7%	14.3%	11.9%	42
	West	23.1%	43.6%	10.3%	23.1%	39
	Canada	11.1%	33.3%	33.3%	22.2%	18
Number of Company Employees	Fewer than 100	20.8%	45.8%	25.0%	8.3%	24
	100 - 499	32.6%	28.3%	19.6%	19.6%	46
	500 - 1,999	24.4%	41.5%	9.8%	24.4%	41
	2,000 or more	33.3%	46.7%	6.7%	13.3%	45
Line of Business	Government	14.3%	42.9%	28.6%	14.3%	21
	Public Library	25.0%	75.0%	.0%	.0%	4
	Academic Institution	4.2%	66.7%	12.5%	16.7%	24
	For-profit	42.0%	29.0%	11.6%	17.4%	69
	Not-for-profit Organization	25.0%	41.7%	13.9%	19.4%	36

**Q29aa What was the average pay increase,  
as a % of base pay, for 2007, at all locations?**

		2007 All locations	
		Average	Count
All Respondents		3.6%	125
Census Region	Northeast	3.7%	17
	South	3.6%	30
	North Central	3.5%	34
	West	3.7%	31
	Canada	3.3%	13
Number of Company Employees	Fewer than 100	3.8%	17
	100 - 499	3.5%	39
	500 - 1,999	3.8%	33
	2,000 or more	3.4%	36
Line of Business	Government	3.7%	19
	Public Library	3.0%	4
	Academic Institution	2.7%	18
	For-profit	3.8%	52
	Not-for-profit Organization	3.7%	30

**Q29ab What is the anticipated average pay increase,  
as a % of base pay, for 2008, at all locations?**

		2008 (anticipated) All locations	
		Average	Count
All Respondents		3.5%	114
Census Region	Northeast	3.6%	15
	South	3.5%	28
	North Central	3.5%	31
	West	3.4%	28
	Canada	3.5%	12
Number of Company Employees	Fewer than 100	3.7%	15
	100 - 499	3.6%	39
	500 - 1,999	3.7%	28
	2,000 or more	3.0%	31
Line of Business	Government	3.1%	17
	Public Library	2.9%	4
	Academic Institution	2.5%	18
	For-profit	3.9%	46
	Not-for-profit Organization	3.8%	27

**Q29ba What was the average pay increase, as a % of base pay, for 2007, at the Library/Information Center?**

		2007 Library /Information Center	
		Average	Count
All Respondents		3.6%	136
Census Region	Northeast	3.8%	19
	South	3.3%	30
	North Central	3.6%	38
	West	4.0%	34
	Canada	3.3%	15
Number of Company Employees	Fewer than 100	3.7%	22
	100 - 499	3.8%	42
	500 - 1,999	3.7%	34
	2,000 or more	3.4%	38
Line of Business	Government	3.6%	19
	Public Library	3.0%	4
	Academic Institution	2.8%	20
	For-profit	4.0%	58
	Not-for-profit Organization	3.8%	32

**Q29bb What is the anticipated average pay increase, as a % of base pay, for 2008, at the Library /Information Center?**

		2008 (anticipated) Library /Information Center	
		Average	Count
All Respondents		3.5%	122
Census Region	Northeast	3.6%	15
	South	3.3%	28
	North Central	3.7%	34
	West	3.7%	31
	Canada	3.2%	14
Number of Company Employees	Fewer than 100	3.6%	19
	100 - 499	3.8%	42
	500 - 1,999	3.5%	29
	2,000 or more	3.1%	31
Line of Business	Government	3.3%	17
	Public Library	2.9%	4
	Academic Institution	2.5%	20
	For-profit	4.0%	50
	Not-for-profit Organization	3.7%	29

**Q30 For all employees, what are fringe benefits as a percentage of salary?**

		For all employees, what are fringe benefits as a percentage of salary?	
		Average	Count
All Respondents		24.5%	107
Census Region	Northeast	23.3%	17
	South	24.1%	24
	North Central	24.3%	28
	West	27.2%	30
	Canada	18.1%	8
Number of Company Employees	Fewer than 100	25.1%	19
	100 - 499	23.6%	33
	500 - 1,999	24.0%	24
	2,000 or more	25.2%	30
Line of Business	Government	25.7%	18
	Public Library	32.0%	3
	Academic Institution	25.9%	18
	For-profit	21.9%	41
	Not-for-profit Organization	25.9%	26



# Appendix D

## **HR Supplement Survey Instrument**





# SLA 2008 SALARY SURVEY — HR SUPPLEMENT

SLA HAS CARRIED OUT AN ANNUAL SURVEY OF ITS US AND CANADIAN MEMBERS FOR MANY YEARS. SINCE 2005 WE HAVE EXTENDED THE SURVEY TO ENHANCE THE SURVEY RESULTS WITH ADDITIONAL INFORMATION ON BENEFITS, TRENDS IN HIRING AND EXPENDITURE, AND CHANGES IN JOB DESCRIPTIONS AND COMPETENCIES IN ORDER TO EXPAND THE VALUE TO MEMBERS AND MANAGEMENT LIKE YOURSELF.

**THIS SURVEY REFERS TO INFORMATION PROFESSIONALS, WHO, FOR THE PURPOSE OF THIS SURVEY, ARE DEEMED TO BE YOUR STAFF INVOLVED IN INFORMATION GATHERING, DISSEMINATION, AND RESEARCH, AND MAY INCLUDE LIBRARIANS, INFORMATION SPECIALISTS OR RESEARCHERS, WEB DEVELOPERS AND CONTENT MANAGERS, OR KNOWLEDGE MANAGERS, WHEREVER THEY WORK WITHIN YOUR ORGANIZATION.**

PLEASE COMPLETE THE SURVEY NO LATER THAN **MAY 16, 2008**, EITHER ONLINE, BY FAX +1.240.268.1267, OR BY MAIL DIRECTLY TO ASSOCIATION RESEARCH, INC., 15200 SHADY GROVE RD., SUITE 306, ROCKVILLE, MD 20850, USA.

IF YOU WOULD PREFER TO COMPLETE THE SURVEY ONLINE, YOU MAY DO SO BY GOING TO THE FOLLOWING WEB SITE:

**[www.ari-surveys.com/run/SLASalary08\\_HR](http://www.ari-surveys.com/run/SLASalary08_HR)**.

THANK YOU IN ADVANCE FOR YOUR TIME AND COMMITMENT TO SLA RESEARCH.

## ORGANIZATION DEMOGRAPHICS

1. In what state/province/territory is your company headquartered? \_\_\_\_\_
2. How many people currently work at your company/institution at all locations? \_\_\_\_\_
3. Which of the following INDUSTRIES best describes your company's line of business? (CHECK ONLY ONE)
  - ☐ 1. Government
  - ☐ 2. Public Library
  - ☐ 3. Academic Institution
  - ☐ 4. For-profit
  - ☐ 5. Not-for-profit Organization (other than government or academic institutions)
4. How many people who currently work at your company/institution at all locations are information professionals? \_\_\_\_\_
5. How many people work in your library/information center?
  - a. Information professionals \_\_\_\_\_
  - b. Paraprofessionals \_\_\_\_\_
  - c. TOTAL \_\_\_\_\_
6. By what percentage has the number of library/information center employees changed in 2007?  
(DO NOT INCLUDE VACANT POSITIONS)
 

	Increased by %	Decreased by %	Stayed the Same
a. Full-time	_____	_____	<input type="checkbox"/>
b. Part-time	_____	_____	<input type="checkbox"/>
7. To which department does the library/information center report? (CHECK ONLY ONE)
  - ☐ 1. Executive Office (e.g., CEO/CIO/COO/CKO/Dean/VP)
  - ☐ 2. Finance
  - ☐ 3. Research/IS/IT
  - ☐ 4. HR/Admin.
  - ☐ 5. Marketing
  - ☐ 6. Other (SPECIFY) \_\_\_\_\_



8. Has there been a change in this reporting structure in the last two years? 1. ☐ Yes 2. ☐ No

9. If yes, to which department did the library/information center previously report? (CHECK ONLY ONE)

- ☐ 1. Executive Office (e.g., CEO/CIO/COO/CKO/Dean/VP)  
☐ 2. Finance  
☐ 3. Research  
☐ 4. HR/Admin.  
☐ 5. Marketing  
☐ 6. Other (SPECIFY) \_\_\_\_\_.

10. Do you use the services of the library/information center or information professionals?

1. ☐ Yes 2. ☐ No

11. If yes, how would you rate the value of the library/information center or information professional's services?

Very Valuable	Valuable	Neutral	Not Valuable	Not Valuable At All
1	2	3	4	5

12. In your opinion, how well has your library/information center or information professional promoted the value of its information services within your organization?

Very Well	Well	Neutral	Not Very Well	Not Very Well At All
1	2	3	4	5

## TRENDS

13. Has your organization outsourced or considered outsourcing information functions?

(CHECK ONLY ONE)

- ☐ 1. Yes  
☐ 2. Considering  
☐ 3. No

14. If yes, did the outsourcing result in a reduction in library/information center or information services staff?

1. ☐ Yes 2. ☐ No

15. Does your organization/institution expect to increase budgets in 2009 within the:

	Yes	No
a. Library/Information Center or Information Services	<input type="checkbox"/>	<input type="checkbox"/>
b. Organization	<input type="checkbox"/>	<input type="checkbox"/>

16. Does your organization/institution expect to increase staffing levels in 2009 within the:

	Yes	No
a. Library/Information Center or Information Services	<input type="checkbox"/>	<input type="checkbox"/>
b. Organization	<input type="checkbox"/>	<input type="checkbox"/>

17. Have the job descriptions or skill sets required for your information professionals changed over the last five years?

1. ☐ Yes 2. ☐ No

**18. If yes, how important are the following new skill sets?**

	Very Important	Important	Neutral	Not Important	Not Important At All	No Opinion
a. Knowledge management .....	1	2	3	4	5	<input type="checkbox"/>
b. Competitive intelligence .....	1	2	3	4	5	<input type="checkbox"/>
c. Records management .....	1	2	3	4	5	<input type="checkbox"/>
d. Database management .....	1	2	3	4	5	<input type="checkbox"/>
e. Web content management .....	1	2	3	4	5	<input type="checkbox"/>
f. Web development .....	1	2	3	4	5	<input type="checkbox"/>
g. Taxonomy creation .....	1	2	3	4	5	<input type="checkbox"/>
h. Other (SPECIFY) .....	1	2	3	4	5	<input type="checkbox"/>

**19. How important is a formal professional education (e.g. MLS) compared with professional work experience?**

Very Important	Important	Neutral	Not Important	Not Important At All	No Opinion
1	2	3	4	5	<input type="checkbox"/>

**20. Have the staff recently hired with an MLS or similar qualification demonstrated the skill sets required?**

1. ☐ Yes      2. ☐ No

**21. What part of your current library/information center staff or information professionals have the new skill sets? (CHECK ONLY ONE)**

- ☐ 1. All staff  
☐ 2. Some staff  
☐ 3. None

**22. Where do you advertise for library/information center staff or information professionals?**

(CHECK ALL THAT APPLY)

- ☐ a. Local newspaper  
☐ b. Internet  
☐ c. Industry or profession discussion lists  
☐ d. Job boards  
☐ e. Association publications  
☐ f. Other (SPECIFY) .....

**23. Do applicants for library/information center or information services positions have the necessary skill sets? (CHECK ONLY ONE)**

- ☐ 1. Always  
☐ 2. Most of the time  
☐ 3. Sometimes  
☐ 4. Rarely  
☐ 5. Never

**24. What skill sets, if any, are missing in most cases? (CHECK ALL THAT APPLY)**

- ☐ a. Years of experience  
☐ b. Industry experience  
☐ c. Competencies  
☐ d. Educational qualification  
☐ e. Other (SPECIFY) .....

**25. Are you familiar with the SLA Annual Salary Survey?** 1. ☐ Yes      2. ☐ No**26. Do you use the SLA Annual Salary Survey?** 1. ☐ Yes      2. ☐ No

**27. What other sources do you use for salary data for information professionals?** (CHECK ALL THAT APPLY)

- ☐ a. Government statistics
- ☐ b. Industry specific surveys (e.g., ALA, MLA, SCIP)
- ☐ c. Surveys covering numerous positions (e.g., BLS/SHRM/Hay/Towers Perrin)
- ☐ d. Other (SPECIFY) \_\_\_\_\_

**REMUNERATION INFORMATION****28. When are salaries reviewed?** (CHECK ONLY ONE)

- ☐ 1. Calendar year
- ☐ 2. Fiscal year
- ☐ 3. Anniversary date
- ☐ 4. Other (SPECIFY) \_\_\_\_\_

**29. As a percentage of base pay, what was the average pay increase received by fulltime staff?**

- |                                | 2007    | 2008 (anticipated) |
|--------------------------------|---------|--------------------|
| a. All locations               | _____ % | _____ %            |
| b. Library /Information Center | _____ % | _____ %            |

**30. For all employees, what are fringe benefits as a percentage of salary?** \_\_\_\_\_ %**OPTIONAL:**

IF YOU WOULD LIKE TO RECEIVE FUTURE HR INFORMATION FROM SLA, PLEASE PROVIDE THE FOLLOWING:

<b>NAME:</b>	<b>TITLE:</b>
<b>COMPANY:</b>	<b>ADDRESS:</b>
<b>E-MAIL ADDRESS:</b>	

IF YOU WOULD LIKE TO RECEIVE A COPY OF THE SLA 2008 SALARY SURVEY AT THE SLA MEMBER DISCOUNTED RATE OF \$60, COMPARED WITH THE NON-MEMBER RATE OF \$125, PLEASE USE THE FOLLOWING DISCOUNT CODE WHEN PURCHASING THE SURVEY: **08SSHR**. THE SURVEY IS ANTICIPATED TO BE AVAILABLE ONLINE FROM [HTTP://WWW.SLA.ORG/MERCHANDISE](http://www.sla.org/merchandise) IN **OCTOBER 2008**.

**THANK YOU VERY MUCH FOR COMPLETING THIS SURVEY.**

**PLEASE FAX YOUR QUESTIONNAIRE NO LATER THAN MAY 16, 2008, TO +1.240.268.1267**

**OR MAIL TO:**

**ASSOCIATION RESEARCH, INC.  
15200 SHADY GROVE RD., SUITE 306  
ROCKVILLE, MD 20850 USA**

IF YOU WOULD PREFER TO COMPLETE THE SURVEY **ONLINE**, YOU MAY DO SO BY GOING TO THE FOLLOWING WEB SITE:  
**[www.ari-surveys.com/run/SLASalary08\\_HR](http://www.ari-surveys.com/run/SLASalary08_HR)**.



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